	Policy Name: Equal Employment Opportunity, Anti-Discrimination, Anti-Harassment		
	Owner: People & Culture	Policy Number: P&C-001	
	Effective Date: 08/24/2023		Rev: 1

NOTHING IN THIS POLICY SHALL CREATE AN EXPRESS OR IMPLIED CONTRACT OF EMPLOYMENT. EXCEPT AS EXPRESSLY STATED HEREIN, THIS POLICY HEREBY SUPERSEDES AND REVOKES ANY AND ALL PRIOR POLICIES ISSUED TO YOU CONCERNING THE ISSUES DISCUSSED IN THIS POLICY.

1. Purpose


The purpose of this policy is to convey 3D Systems' commitment to building and maintaining a work environment which promotes equal employment opportunities for applicants and employees, and which is free from unlawful Discrimination and Harassment of any kind including, without limitation, perpetrated by third party non-employees.

2. Scope

This policy applies to all 3D Systems applicants and employees.

3. Definitions

- **Discrimination:** To treat an individual or group differently, or less favorably, because of their race, color, ethnicity, religion, sex, age, sexual orientation, genetic information, marital status, gender identity, national origin, or because he or she is an individual with a disability or a Protected Veteran as defined below, or based on pregnancy, childbirth, medical needs arising from pregnancy or childbirth, and related medical conditions including, but not limited to, lactation.
- **Harassment:** Unwelcomed conduct that is based on race, color, ethnicity, religion, sex, age, sexual orientation, genetic information, marital status, gender identity, national origin, or because he or she is an individual with a disability or a Protected Veteran as defined below, or based on pregnancy, childbirth, medical needs arising from pregnancy or childbirth, and related medical conditions including, but not limited to, lactation.
- **Protected Veteran:** Disabled veteran, Armed Forces service medal veteran, recently separated veteran, or active duty wartime or campaign badge veteran, or other protected veteran.
- **Retaliation:** Adverse actions taken against an individual who in good faith reports misconduct in accordance to this Policy.
- **Sexual Harassment:** Unwelcomed sexual advances, requests for sexual favors, or other verbal or physical harassment of a sexual nature.

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4. Policy

The Company is committed to providing equal employment opportunities for all applicants and employees, and to maintaining a workplace free from unlawful Discrimination and Harassment, as provided in the Code of Conduct. As stated therein, 3D Systems’ core ethical standard follows the ancient golden rule: Behave as you would have others behave toward you.


The Company also maintains an Equal Employment Opportunity Policy Statement that is signed by 3D Systems Chief Executive Officer and can be found [here](#).

4.1 Equal Employment Opportunity

The Company provides equal employment opportunities to all employees and applicants for employment without regard to race, color, ethnicity, religion, sex, age, sexual orientation, genetic information, marital status, gender identity, or national origin, or because he or she is an individual with a disability or a disabled veteran, Armed Forces service medal veteran, recently separated veteran, or active duty wartime or campaign badge veteran, or other protected veteran, or any other category that is protected in accordance with applicable law. The Company also provides applicants and employees with equal employment opportunities without regard to pregnancy, childbirth, medical needs arising from pregnancy or childbirth, and related medical conditions including, but not limited to, lactation. It is also the Company’s policy to take affirmative action to employ and to advance in employment all persons regardless of race, color, ethnicity, religion, sex, age, sexual orientation, genetic information, marital status, gender identity or national origin, disability, pregnancy, childbirth, medical needs arising from pregnancy or childbirth, and related medical conditions including, but not limited to, lactation, Protected Veteran status, or any other category that is protected in accordance with applicable law. 3D Systems bases all employment decisions only on valid job requirements and administers all personnel actions related to the terms, conditions, and privileges of employment in a nondiscriminatory manner. This policy applies to all terms and conditions of employment including, but not limited to, recruitment, hiring, placement, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship, at all levels of employment.

In addition, the Company does not discharge, or in any manner discriminate against, any employee or applicant because the employee or applicant inquired about, discussed, or disclosed the compensation of the employee or applicant or another employee or applicant, in accordance with applicable law.

Upon request, employment applications may be made available in alternative, accessible formats, as will assist the applicant in completing the application. Pre-employment inquiries are only made regarding an applicant’s ability to perform the essential functions of a position with or without a reasonable accommodation, except as and unless otherwise required or permitted

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by applicable law. It is the Company’s policy that applicants who are qualified individuals with disabilities and are able to perform a particular job with or without a reasonable accommodation will be given the same consideration as other non-disabled applicants for employment, without regard to their disability.

All managers are responsible for equal opportunity compliance. All employees are held accountable for strictly adhering to this policy and immediately reporting any violations to the attention of either the employee’s direct supervisor, Human Resources, Employee Relations or by using the procedures set forth in the Company’s Code of Conduct.


The Company will investigate all good faith reports and will not retaliate against any person who makes a good faith report of perceived violations of this policy.

As our Code of Conduct makes clear, we expect all employees who are responsible for making or influencing hiring, promotion, or other career decisions for the Company to support our equal employment opportunity and affirmative action commitments in all of our operations worldwide.

4.2 Anti-Discrimination and Anti-Harassment

The Company's policy is to maintain a working environment that is free from unlawful Discrimination, Harassment, and Retaliation. 3D Systems strives to comply with all applicable laws and regulations related to non-discrimination in all phases of employment in every location in which the Company has facilities and/or employees.

The Company expressly prohibits any form of unlawful Discrimination including, without limitation, Harassment, on the basis of race, color, ethnicity, religion, sex, age, sexual orientation, genetic information, marital status, gender identity or national origin, disability, pregnancy, childbirth, medical needs arising from pregnancy or childbirth, and related medical conditions including, but not limited to, lactation, Protected Veteran status, or any other category that is protected in accordance with applicable laws. It is the Company’s policy that all employment practices and other privileges and conditions of employment be free from unlawful Discrimination including, without limitation, Harassment, of any kind, including Discrimination or Harassment on the basis of real or perceived disability. The Company’s Anti-Discrimination and Anti-Harassment Policy applies to all persons involved in the operations of the Company and prohibits managers, supervisors and employees from discriminating against or harassing co-workers, vendors, clients and any others doing business with the Company. Our policy also prohibits unlawful Discrimination or Harassment by vendors, clients, or other third parties against 3D Systems employees. If unlawful Discrimination occurs on the job, whether on or off the premises or by someone not employed by the Company, the procedures in this policy must be followed.

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Any employee who believes he/she has been unlawfully discriminated against or harassed in violation of this policy should promptly report the facts of the incident or incidents and the name of the individual(s) involved to Human Resources, Employee Relations, or in accordance with the procedures set forth in the Company’s Code of Conduct.

Prohibited Discrimination including, without limitation, Harassment, on the basis of race, color, ethnicity, religion, sex, age, sexual orientation, genetic information, marital status, gender identity, national origin, disability, pregnancy, childbirth, medical needs arising from pregnancy or childbirth, and related medical conditions including, but not limited to, lactation, or Protected Veteran status, may include behavior such as, without limitation, the following:

- Verbal conduct such as threats, epithets, derogatory comments or slurs;
- Visual conduct such as derogatory posters, photography, cartoons, screensavers, drawings, or gestures; and
- Physical conduct such as assault, battery, unwanted touching, or blocking normal movement.


4.3 Sexual Harassment

The Company expressly prohibits Sexual Harassment in addition to all other forms of Harassment outlined above in the Anti-Discrimination and Anti-Harassment Policy. The Company does not tolerate verbal or physical Harassment that disrupts or interferes with an employee’s work performance, or that creates an intimidating, offensive or hostile work environment. This prohibition applies whether the conduct is direct or indirect, intentional or unintentional.

Sexual Harassment is unwelcome conduct based on sex or gender that is severe or pervasive such that it creates a hostile work environment. No employee is to threaten or insinuate, either explicitly or implicitly, that another employee’s refusal or willingness to submit to sexual advances will affect his/her terms or conditions of employment or form the basis for any employment decision affecting his/her employment. Sexual Harassment takes many forms and includes, without limitation, unlawful gender-based Harassment of a person of the same sex as the harasser.

Prohibited sex-based Harassment may include behavior such as, without limitation, the following:

- Offering employment benefits in exchange for sexual favors;
- Unwanted sexual advances or verbal sexual advances or propositions;
- Making or threatening reprisals after a negative response to sexual advances;

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- Visual conduct: leering, making sexual gestures, displaying of sexually suggestive objects, pictures, cartoons or posters;
- Verbal conduct: making or using derogatory comments, epithets, slurs, and jokes;
- Verbal abuse of a sexual nature, graphic verbal commentaries about an individual's body, sexually degrading words used to describe an individual, suggestive or obscene letters, notes or invitations; and
- Physical conduct: touching, assaulting, impeding or blocking movements.

The Company has a "zero tolerance" policy regarding unlawful Harassment. All employees, whether management or non-management, are expected to refrain from any behavior or conduct that could be interpreted as unlawful Harassment of any other employee. You are responsible for conducting yourself in ways that ensure others are enabled to work in an atmosphere free from unlawful Harassment and Discrimination.

Because Harassment, including, without limitation, Sexual Harassment, is personal in orientation and may be subtle in nature, its existence may not be obvious to employees who are not its subject.


All complaints will be promptly and thoroughly investigated and, after reviewing all evidence, a determination will be made concerning the appropriate corrective action, if any is warranted. There will be no Retaliation for bringing forth a complaint or report in good faith, or for providing information in the manner set forth in this Policy regarding, an incident or incidents of alleged Harassment.

5. Reporting & Non-Retaliation

Any employee who believes they have been subject to, have witnessed, or is otherwise aware of Discrimination or Harassment by an employee, applicant, client, vendor or any other individual or entity who is in a business relationship with the Company, is expected to immediately report the conduct in accordance with the procedures outlined herein.

Supervisors and managers must report any complaints or misconduct under this policy promptly to the designated company representatives listed below for further action.

The Company also prohibits Retaliation against persons who make reports of Discrimination or Harassment or who provide assistance during an investigation. Retaliation will not be tolerated and will be considered a serious form of misconduct which can result in disciplinary action up to and including immediate termination of employment.

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All employees can report Discrimination, Harassment, or Retaliation verbally or in writing by any of the following methods:

- Directly to their immediate manager.
- By contacting your People & Culture Business Partner.
- By contacting Ethics & Compliance at compliance@3dsystems.com
- By contacting Open Line through the following:
 - Website: www.lighthouse-services.com/3DSystems
 - Email: reports@lighthouse-services.com (must include company name)
 - Fax: (215) 689-3885 (must include Company name with report).
 - Toll-Free Telephone:
 - Direct Dial:
 - English speaking USA and Canada: 833-880-0002
 - Spanish speaking USA and Canada: 800-216-1288
 - French speaking Canada: 855-725-0002
 - Spanish speaking Mexico: 01-800-681-5340
 - AT&T USA Direct:
 - All other countries: 800-603-2869 (must dial country access code first)

5.1 Confidentiality

Harassment complaints are treated with the degree of confidentiality that is consistent with a full and fair investigation. All reports are investigated in a fair, timely and thorough manner, and in as confidential a manner as possible. Information will be disclosed only on a need-to-know basis for the purpose of investigating and resolving the complaint. Upon conclusion of the investigation, the complaining party will be advised that the investigation has been completed and appropriate action taken. The accused is generally notified of the investigation results and any required remedial action.

5.2 Corrective Action

Following investigation, when the Company has a legitimate, good faith belief that Harassment or Discrimination occurred, disciplinary action will be taken against the harasser. Such discipline will be of a corrective nature, and may result in disciplinary action, up to and including, without limitation, suspension without pay and immediate discharge, in the sole and absolute discretion of the Company.

As our Code of Conduct describes, we expect employees to treat each other with dignity and respect. This responsibility is particularly strong in the case of those employees whose position in the Company may enable them to influence job security, compensation, promotion or the careers of other employees.



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6. Policy Owner

People & Culture

7. Related Policies & Procedures

Equal Employment Opportunity Statement

Revision History

Revision Number	Updates	Effective Date
1	Updated policy to transition into corporate policy template	08/24/2023