

ORCHID CELLMARK'S EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

It is the Company's policy to:

- Recruit, hire, train and promote qualified persons in all jobs and ensure that all personnel actions, such as compensation, benefits, terminations, leave, working conditions, transfers, layoffs, return from layoffs, Company training, education, tuition assistance, social and recreational programs and other terms and conditions of employment will be administered without regard to race, creed, color, religion, national origin, citizenship status, ancestry, sex, sexual orientation, gender identity and/or expression, age, marital status or civil union status, physical or mental disability, financial disadvantage, medical condition, liability for service in the Armed Forces or status as a Vietnam Era or disabled veteran, height, weight, misdemeanor arrest record, or other legally protected status or characteristics unrelated to a person's qualifications and/or job performance.
- Base employment decisions to further the principles of Equal Employment Opportunity and Affirmative Action.
- Ensure that promotion decisions are in accordance with principles of equal opportunity by imposing only valid requirements for promotional opportunities.
- Provide a means for applicant and employee complaints to be filed and addressed with regard to Equal Employment Opportunity. Orchid will not tolerate reprisal action (e.g., retaliation, discrimination) taken against an employee who invokes this procedure, furnishes information or participates in any manner in any investigation.
- Post on the Company's main bulletin boards the Equal Employment Opportunity Policy and other required documents and Affirmative Action Statements.
- Provide for the active support of outreach programs and initiatives designed to further the principles of Equal Employment Opportunity and Affirmative Action.
- Advise all employees of the Equal Employment Opportunity Policy as part of their initial processing and orientation and to disseminate periodic updates.
- To comply with federal, state and local Equal Employment Opportunity laws and to strive to keep the workplace free from all forms of harassment, including sexual harassment.

Orchid will periodically conduct an analysis of all personnel actions to ensure Equal Employment Opportunity Compliance. The Company Affirmative Action Plans are available in the local and Corporate Human Resources Departments for review by any employee, or applicant for employment, during normal business hours.