Equal Employment Opportunity Policy Statement

September 01, 2023

Ennis, Inc. is an equal opportunity employer. In accordance with anti-discrimination law, it is the purpose of this policy to effectuate these principles and mandates. Ennis, Inc, prohibits discrimination and harassment of any type and affords equal employment opportunities to employees and applicants without regard to race, color, religion, sex, sexual orientation, gender identity or expression, pregnancy, age, national origin, disability status, genetic information, protected veteran status, or any other characteristic protected by law. Ennis, Inc. conforms to the spirit as well as to the letter of all applicable laws and regulations.

The policy of equal employment opportunity (EEO) and anti-discrimination applies to all aspects of the relationship between Ennis, Inc. and its employees, including:

* Recruitment
* Employment
* Promotion
* Transfer
* Training
* Lay-off I Recall
* Wages and salary administration
* Working conditions
* Employee benefits and application of policies
* Leaves of Absence

The policies and principles of EEO also apply to the selection and treatment of independent contractors, personnel working on our premises who are employed by temporary agencies and any other persons or firms doing business for or with Ennis, Inc.

Ennis, Inc. expressly prohibits any form of unlawful employee harassment and encourages employees to report all incidents of harassment to a member of management or the HR department for investigation.

Ennis, Inc. posts all required notices regarding employee rights under EEO laws in areas highly visible to all employee as well as posting of the company's EEO Policy and Harassment Policy.

Violations of this policy, regardless of whether an actual law has been violated, will not be tolerated. Ennis, Inc. will promptly, thoroughly and fairly investigate any issue that is brought to its attention in this matter and will take disciplinary action, when appropriate.



Ron Graham - Vice President of Administration

EEO Officer