



## Discrimination and Harassment

The Company is committed to providing a work environment that values diversity among its employees. All human resources policies and activities of the Company intend to create a respectful workplace in which every individual has the incentive and opportunity to reach his or her highest potential.

First Solar is an Equal Employment Opportunity (EEO) employer. We are firmly committed to providing equal employment opportunities to all individuals and will not tolerate any illegal discrimination or harassment of any kind.

At First Solar, we hire, pay and promote based on an individual's qualifications, skills, ability to do the required work, merit, and overall potential. Diversity and equal employment opportunities are integral to all of our business activities and we will provide reasonable accommodations to applicants and associates to ensure that individuals enjoy equal access to all employment opportunities, as required by law.

Our EEO policy covers employment, job assignment, transfer, compensation, access to benefits and training, participation in recognition, discipline, termination, and social and recreational programs as protected by Federal, State, or local law.

- *Discrimination.* We will not discriminate based on sex, pregnancy, race, color, sexual orientation, age, religion, national origin, disability (mental and physical), military status, genetic information, gender identity or any other classification protected by applicable Federal, State or local law (each a "protected classification").
- *Harassment.* We will not tolerate harassment, intimidation, threats, or coercion, in the workplace or at any company sponsored events by or against our associates, customers, vendors, suppliers or contractors on account of any protected classification.
- *Retaliation.* We will not retaliate against (nor will we tolerate retaliation against) any associate who makes a good faith complaint under this policy.

This policy applies to both applicants and employees and in all phases of employment.

All levels of supervision are responsible for monitoring and complying with the Company's policies and procedures for handling employee complaints concerning harassment or other forms of unlawful discrimination. Because employment-related laws are complex and vary from state to state and country to country, supervisors should obtain the advice of someone in the Company's Human Resources Department in advance whenever there is any doubt as to the lawfulness of any proposed action or inaction.