

Subject:	Pay Transparency
Category	HR

POLICY #606-18
GOODWILL INDUSTRIES OF SOUTHEASTERN WISCONSIN, INC.
LAST REVIEW/REVISION: October 2025
APPROVER: Chief Financial and Administrative Officer
OWNER: SVP People and Culture
MONITOR: Dir. Total Rewards

PAY TRANSPARENCY POLICY

1. PURPOSE:

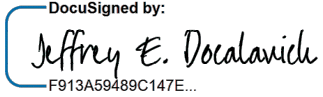
This policy affirms our commitment to equitable pay practices and compliance with applicable federal and state laws. It promotes transparency, accountability, and trust in pay decisions across Goodwill Industries of Southeastern Wisconsin, Inc. and its subsidiaries.

2. POLICY:

2.1 Goodwill will not discharge, discipline, or otherwise discriminate against employees or applicants because they have:

- a. Inquired about;
- b. discussed; or
- c. Disclosed their own pay or the pay of another employee or applicant.

However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information. 41 CFR 60-1.35(c).

Approved Date: 10/10/2025 7:33 AM PDT	Approved by:  F913A59489C147E...
--	--