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## ADA Compliance Statement

Subject:	Americans with Disabilities Act (ADA) Statement
Date:	04/29/2026

### ADA Compliance Statement

At Sebis Direct, we are dedicated to creating an accessible experience for everyone, including people living with disabilities. The work we do to provide the best user experience for everyone is ongoing, through applying the current accessibility standards to both our facilities and our public-facing digital properties.

Sebis Direct's operating facilities are designed and constructed to be compliant with all pertinent directives of the Americans with Disabilities Act (ADA) as amended by the Americans with Disabilities Act Amendments Act (ADAAA), and Section 504 of the Rehabilitation Act of 1973, which prohibit discrimination against qualified persons with disabilities, as well as other federal and state laws pertaining to individuals with disabilities.

Sebis Direct's public-facing digital properties are designed with a sensitivity to recognized industry standards such as WCAG 2.1 AA and Section 508.

### Reasonable Accommodations

Pursuant to the ADA, Sebis Direct will provide reasonable accommodation(s) to all qualified employees with known disabilities, where their disability affects the performance of their essential job functions, except where doing so would be unduly disruptive or would result in undue hardship.

An employee with a disability is responsible for requesting an accommodation by contacting Sebis Direct. If accommodations are recommended, we will work with the employee's supervisor to identify which essential functions of the position are affected by the employee's disability and what reasonable accommodations could enable the employee to perform those duties.

### Accessibility Contact: Questions and Feedback

We are here to answer your accessibility questions, assist with any barriers to accessibility you may experience, and take your suggestions. Please contact us through the information below:

Kathy Morrin, Executive Vice President/COO  
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