

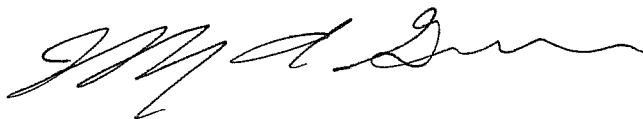
Policy Statement
Equal Employment Opportunity for
Qualified Individuals with Disabilities
and Qualified Protected Veterans

It is the policy of C&D Technologies, Inc. (C&D) not to discriminate against any employee or applicant for employment because he or she is a qualified individual with a disability, a disabled veteran, a recently separated veteran, another protected veteran, or an Armed Forces service medal veteran (i.e., qualified protected veterans). It is also the policy of C&D to take affirmative action to employ and to advance in employment, all persons regardless of their status as qualified individuals with disabilities or qualified protected veterans and to base all employment decisions only on valid job requirements. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation and selection for training, including apprenticeship, at all levels of employment.

Employees of and applicants to C&D will not be subject to harassment, intimidation, threats, coercion, or discrimination because they have engaged or may engage in filing a complaint, assisting in a review, investigation, or hearing or have otherwise sought to obtain their legal rights related to any Federal, State, or local law regarding EEO for qualified individuals with disabilities or qualified protected veterans.

As President and CEO of C&D, I am committed to the principles of Affirmative Action and Equal Employment Opportunity. In order to ensure dissemination and implementation of equal employment opportunity and affirmative action throughout all levels of the company, I have selected the Director, Human Resources as the Equal Employment Opportunity (EEO) Manager for C&D. One of the Director, Human Resources's duties will be to establish and maintain an internal audit and reporting system to allow for effective measurement of C&D's programs.

In furtherance of C&D's policy regarding Affirmative Action and Equal Employment Opportunity, C&D has developed a written Affirmative Action Program which sets forth the policies, practices and procedures which C&D is committed to applying in order to ensure that its policy of non-discrimination and affirmative action for qualified individuals with disabilities and qualified protected veterans is accomplished. This Affirmative Action Program is available for inspection by any employee or applicant for employment upon request, during normal business hours, in the Human Resources Department. Interested persons should contact the Director, Human Resources at 215-619-7843 for assistance.



Dr. Jeffrey A. Graves
President, CEO
C&D Technologies, Inc.