



## **Policy on Equal Employment Opportunity and Affirmative Action**

At Esri we want to hire the best person for every position and we are committed to providing a workplace free of discrimination, harassment and retaliation. Esri is also a federal contractor subject to Executive Order 11246, Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended ("VEVRAA") and Section 503 of the Rehabilitation Act of 1973, as amended ("Section 503"). As such, Esri is committed to taking affirmative steps to promote the employment and advancement of minorities, women, persons with disabilities, and protected veterans. Esri has developed and implemented Affirmative Action programs to further support its commitment to the principle of equal employment opportunity.

As an equal opportunity employer, we make employment decisions on the basis of merit. Esri prohibits unlawful discrimination based on race, color, creed, gender (including pregnancy, perceived pregnancy, childbirth, breastfeeding, or related medical conditions), gender identity, religion (including religious dress and grooming), marital status, domestic partner status, genetic information, age, national origin or ancestry, military or veteran status, sexual orientation, physical or mental disability, medical condition as defined by California employment discrimination laws, or any other consideration made unlawful by federal, state, or local laws. Esri also prohibits unlawful discrimination based on the perception that anyone has any of those characteristics or is associated with a person who has or is perceived as having any of those characteristics.

Esri is committed to compliance with all applicable laws providing equal employment opportunity and affirmative action. This commitment applies to all persons involved in the operation of Esri and prohibits unlawful discrimination by any employee of Esri, including supervisors and coworkers. This applies to all areas of employment including recruitment, hiring, training, promotion, compensation, benefits, transfer, disciplinary action, and social and recreational programs.

If you have questions about these policies and their implementation, or believe that the company's Equal Employment Opportunity and Affirmative Action policies have been violated, you should immediately contact a Human Resources representative. You may call the Ethics Point Hotline at 1-855-791-1342.

## **Maintaining an environment free from workplace and sexual harassment**

Esri encourages and supports teamwork and mutual respect among all employees and is committed to maintaining a positive work environment free of unlawful harassment. In the pursuit of providing a work environment where all employees are treated with respect, courtesy, and dignity, Esri prohibits all forms of sexual harassment as well as harassment based on such factors as race, color, creed, gender (including pregnancy, perceived pregnancy, childbirth, breastfeeding, or related medical conditions), gender identity, religion (including religious dress and grooming), marital status, domestic partner status, genetic information, age, national origin or ancestry, military or veteran status, sexual orientation, physical or mental disability, or any other basis protected by federal, state, or local laws. Esri strongly disapproves of and will not tolerate harassment of employees by managers, supervisors, co-workers, or non-employees. Similarly, Esri will not tolerate harassment by its employees of non-employees with whom Esri has a business, service, or professional relationship.

All complaints will be handled and investigated fully without bias or prejudice. Appropriate corrective action will be taken where warranted. If you have questions about these policies and their implementation, or believe that you have experienced or witnessed harassment, related retaliation, or unlawful discrimination you may call the Ethics Point Hotline at 1-855-791-1342.

In addition to notifying Esri about harassment or retaliation complaints, affected employees may also direct their complaints to the California Department of Fair Employment and Housing ("DFEH"), which has the authority to conduct investigations of the facts. Employees may also complain to the Equal Employment Opportunity Commission. The deadline for filing complaints with the DFEH is one year from the date of the alleged unlawful conduct. If the DFEH believes that a complaint is valid and settlement efforts fail, the DFEH may file a lawsuit in court. The courts have the authority to award monetary and non-monetary relief in meritorious cases. Contact information is below.

Equal Employment Opportunity Commission (EEOC 800-669-4000) or the Department of Fair Employment and Housing (DFEH 800-884-1684).