



### **Equal Employment Opportunity Policy Statement**

It is the policy of Esri and my personal commitment that equal employment opportunity be provided in the employment and advancement for all persons regardless of race, religion, color, national origin, sex, age, sexual orientation/gender identity and status as a protected veteran or individual with a disability at all levels of employment, including the executive level. Esri does not and will not discriminate against any applicant or employee regardless of race, religion, color, national origin, sex, age, sexual orientation/gender identity and status as a protected veteran and/or individual with a disability to any position for which the applicant or employee is qualified. In addition, Esri is committed to a policy of taking affirmative action to employ and advance in employment qualified protected veteran employees and qualified employees with disabilities at all levels, including the executive level. Such affirmative action shall apply to all employment practices, including, but not limited to hiring, upgrading, demotion or transfer, recruitment, recruitment advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship and on-the-job training. Decisions related to personnel policies and practices shall be made on the basis of an individual's capacity to perform a particular job. Esri will make every effort to provide reasonable accommodations to any physical and mental limitations of individuals with disabilities and to disabled veterans, unless it creates an undue hardship or a direct threat to safety.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any activity protected by state, federal or local anti-discrimination laws including the following activities:

- (1) Filing a complaint;
- (2) Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (VEVRAA) or any other Federal, state or local law requiring equal opportunity for disabled veterans, recently separated veterans, active wartime or campaign badge veterans, or Armed Forces service medal veterans or Section 503 of the Rehabilitation Act of 1973, as amended (Section 503) or any other federal, state or local law requiring equal opportunity for disabled persons;;
- (3) Opposing any act or practice made unlawful by VEVRAA or its implementing regulations or any other federal, state or local law requiring equal opportunity for disabled veterans, recently separated veterans, active wartime or campaign badge veterans, or Armed Forces service medal veterans or section 503 or its implementing regulations or any other federal, state or local law requiring equal opportunity for disabled persons; or
- (4) Exercising any other right protected by VEVRAA or Section 503 or their implementing regulations.

Our obligations in this area stem from not only adherence to various state and federal regulations, but also from our commitment as an employer in this community to provide job opportunities to all persons regardless of race, religion, color, national origin, sex, age, sexual orientation/gender identity and status as a protected veteran or an individual with disability. Esri's EEO policy and affirmative action obligations include the full support from the Vice President, Laura Dangermond.

Esri will also continually design and implement audit and reporting systems that will measure the effectiveness and the compliance of the AAP, identify the need for remedial actions, determine if objectives were attained, and determine if opportunities to participate in company-sponsored activities were extended to all employees and applicants.

Esri is also committed to abiding with the Pay Transparency Nondiscrimination Provisions and therefore, will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. Esri's employees who have access to the compensation information of other employees or applicants as part of their essential job functions are informed and trained to not disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) a 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 Esri's legal duty to furnish the information.

If you have any questions regarding our equal employment opportunity, harassment policies or the complaint procedure, you may contact your local Human Resources representative. The narrative parts of the Affirmative Action Plan for protected veterans and individuals with disabilities may be reviewed during normal business hours, by making an appointment with a local Human Resources representative.

  
(Signature)

Laura Dangermond  
Vice President



## Corporate Policy on 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 also prohibits harassment based on the perception that anyone has any of these characteristics, or who is associated with a person who has or is perceived as having any of these characteristics. 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).