



Equal Employment Opportunity

Purpose

Equality Health is committed to attracting and retaining a diverse workforce with equal opportunity for all employees and applicants for employment in regard to all employment practices. Because we strive to reflect the diverse society we serve, we are committed to creating a culture that promotes mutual respect, acceptance, cooperation and productivity among people who are diverse in age, gender, race, ethnic origin, disability, veteran status, religious beliefs, marital status, sexual orientation, gender identity or expression, pregnancy, or any other status protected by applicable federal, state or local law. Equality Health values all individuals and the unique skills, experience and perspective they contribute to our workplace and our customers.

Responsible Parties

This policy applies to all employees of all Equality Health and its subsidiaries and at all locations, including all work-related events regardless of physical location

Policy

1. Equality Health prohibits discrimination against employees and applicants due to any characteristic as listed above. All employment-related decisions will be based solely upon employment-related criteria. This policy applies to all terms, conditions and privileges of employment and retention including, but not limited to, recruiting, hiring, training, placement, employee development, performance evaluation, promotion, transfer, compensation, benefits, discipline and termination.
2. Reasonable Accommodation
 - a. Equality Health will make reasonable accommodations wherever necessary for all employees with a physical or mental disability (as defined by the Americans with Disabilities Act and all other applicable federal, state and local law) provided the individual is otherwise qualified to safely perform the duties and responsibilities of the job and such accommodations do not impose undue hardship on the Company. If an employee has a disability that requires an accommodation in order to perform his or her job, he or she should consult with People and Culture.
3. Reporting a Complaint



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- a. Any employee who believes that he or she has experienced or observed discrimination must report any complaints as soon as possible. Complaints of discriminatory behavior can be made to People and Culture or to any supervisor, manager, or officer of the Company with whom the employee is comfortable discussing the issue. Generally speaking, all reports will be directed to People and Culture and will be promptly investigated. A determination regarding the alleged discrimination will be made and communicated appropriately as soon as is practical. If the Company determines that a violation of this policy has occurred, prompt corrective action will be taken. Corrective action will be commensurate with the severity and nature of the violation, up to and including termination of employment.

4. Retaliation

- a. Equality Health prohibits retaliation against any individual who makes a good faith report or complaint under this policy or provides information related to such report or complaint. Retaliation is a serious violation of this policy and is counter to the culture of the organization, and should be reported immediately to People and Culture or any supervisor, manager or officer of the Company. All reports of retaliation will be promptly investigated.
 - i. Constructive feedback and legitimate supervisory actions regarding performance or other workplace issues are not considered retaliation.

Procedures

1. All employees are expected to contribute to a productive work environment, free of discriminatory behavior. Any individual who believes that discrimination has taken place should report such behavior immediately to a supervisor, manager or People and Culture. Employees are also expected to cooperate with any investigation conducted pursuant to this policy.
2. Contract or temporary employees should report any violations or complaints to their respective agency or staffing firm.

Escalation

Any issues with this policy should be addressed with the People and Culture team of EQH.



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| Policy Owner: P&C | |
| Review / Revision Date(s): 12/20/22 | |
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| Date | Purpose/Summary or Major Changes | Revisions Made By: |
|-------------|---|---------------------------|
| 5/6/20 | New policy | |
| 12/20/22 | No content changes (only formatting) | Asha Devineni |
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