

Equal Employment Opportunity Policy (GP 202)

Sodexo is committed to offering equal employment opportunities. We strive to employ and promote the best-qualified person for each job while valuing and promoting diversity within our workforce.

The Company will provide equal employment opportunity without regard to race, color, religion, gender, pregnancy, national origin, ancestry, citizenship, age, marital status, disability, veteran status, gender identity, sexual orientation, genetic information or any other basis protected by law. This commitment extends to all aspects of employment, including but not limited to hiring, promotion, transfer, job assignments, demotion, recruiting, advertising or solicitation, compensation, training, layoff or termination, participation in social and recreational functions and use of employee facilities.

Sodexo will provide reasonable accommodation to the known physical or cognitive limitations of any qualified disabled employee or applicant upon request, unless doing so will result in an undue hardship.

All employees have a right to work in an environment free of harassment of any kind. To provide that, Sodexo prohibits harassment due to race, color, religion, gender, pregnancy, national origin, ancestry, citizenship, age, marital status, disability, veteran status, gender identity, sexual orientation, genetic information or any other basis protected by law. It is against company policy for any employee to be ridiculed, belittled or embarrassed by jokes, slurs and comments, subjected to intimidating, abusive or offensive comments, physical touches or gestures; or excluded from work-related activities for any of these reasons.

Any employee who in any way discriminates against or harasses a fellow employee, a customer, or any other person may be subject to immediate termination of employment.

Sodexo will not retaliate against an individual because he or she opposes any unlawful practice, files or participates in an investigation of an internal claim or a formal charge of discrimination, or participates in any action under any anti-discrimination law. Engaging in retaliation will result in constructive counseling, up to and including termination of employment.

If you believe that you have been discriminated against or harassed, you are encouraged to use the Promise of Respect and Fair Treatment and:

- ◆ Notify your manager, or;
- ◆ Notify your manager's manager, or;
- ◆ Notify a Sodexo Human Resources representative;
- ◆ If you do not feel comfortable notifying Sodexo in any of the previous ways, you may contact the Business Abuse Hotline at 800-422-7358.