



# Equal Employment Opportunity and Affirmative Action

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## INTRODUCTION

Booz Allen is an equal opportunity employer and is committed to providing a workplace that is free from discrimination based on race, color, ethnicity, religion, sex, national origin, age, marital status, sexual orientation, gender identity and expression, disability, veteran status, pregnancy, genetic information, or any other status protected by applicable federal, state, local, or international law. Booz Allen's Chairman and Chief Executive Officer champions equal employment opportunities for all Booz Allen people.

The purpose of this policy is to outline requirements for Booz Allen's employment practices, including but not limited to applicant selection and employee compensation, advancement, disciplinary action, programs and benefits. In addition, this policy and firm procedures and programs support compliance with Federal Acquisition Regulation (FAR) requirements and other applicable laws for U.S. government contractors related to equal employment and affirmative action.

## SUMMARY OF POLICY

Booz Allen's Equal Employment Opportunity and Affirmative Action policy covers all of the following content in detail:

- Related policies at the firm that employees should read in connection with this policy
- Scope of who the policy applies to
- Outlines commitment to discrimination-free workplace and lists protected classes
- Confirms that the firm provides reasonable accommodations for disabled and employees who need an accommodation to enable them to perform the essential functions of their job, and how to request an accommodation
- Provides guidance on firm's affirmative action plans designed to advance opportunity of qualified females, minorities, veterans, and individuals with disabilities
- Explains pay transparency and the firm's commitment to not discriminate against employees or applicants who have inquired about, discussed, or disclosed their compensation or the compensation of an applicant or another employee
- Sets forth managers' responsibilities to report alleged violations
- Confirms that the firm will investigate all allegations of violations of this policy
- Confirms actions that will be taken when violations of the policy have been identified, employee's duty to report violations of the policy, and the firm's zero tolerance for retaliation against employees who raise a good faith legal or ethical concern
- Provides points of contact and additional resources