

## EEO Statement

FleishmanHillard is committed to equal employment opportunity and affirmative action. FleishmanHillard does not discriminate in any aspect of employment on the basis of race, color, religion, national origin, ancestry, gender, sex, sexual orientation, gender identity and/or expression, age, veteran status, disability, or any other characteristic protected by federal, state, or local employment discrimination laws where FleishmanHillard does business. Our policy is to employ, advance, and reasonably accommodate all qualified employees and applicants. Any person who feels that he or she has been subjected to discrimination should immediately report the matter to Talent Development or to a supervisor.

Any reported incident will be investigated. Retaliation against an employee or applicant who makes a good-faith claim of discrimination is prohibited. Employees and applicants may bring good-faith complaints, ask questions, and raise concerns without fear of reprisal or retaliation.

## Pay Transparency Policy Statement

FleishmanHillard 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. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the company, or (c) consistent with the company's legal duty to furnish information.