

Equal Employment Opportunity and Non-Discrimination

Bloomberg is committed to attracting, retaining, developing, and promoting the most qualified individuals without regard to race, color, religion or belief, sex, national or ethnic origin, ancestry, age, marital status, sexual orientation, sexual and other reproductive health decisions, gender identity or expression, genetic predisposition or carrier status, protected veteran status/service, pre-JVA veteran status, physical or mental disability, or any other classification protected by applicable law.

Bloomberg prohibits treating applicants or employees less favorably in connection with the terms and conditions of employment because of one of the characteristics set forth above or any other classification protected by law ("Discrimination").

This policy governs all aspects of employment, including recruitment, selection, job assignment, promotion, lay-off, recall from lay-off, training, education, social and recreation programs, transfer, compensation, discipline, termination, and access to benefits.

Moreover, Bloomberg 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, the pay of another employee or applicant may not be discussed or disclosed unless such employee or applicant provides verbal or written consent, either directly or indirectly, or unless otherwise permitted under applicable law. In addition, employees who have access to the compensation information of other employees or applicants as 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, (c) consistent with Bloomberg's legal duty to furnish information, or (d) otherwise in accordance with applicable law.

Employees are prohibited from engaging in any type of unlawful Discrimination. Anyone who believes that they have been the subject of Discrimination should contact their Manager, a Human Resources representative, Ken Cooper, Kate Wheatley, or Peter Grauer, or raise a concern through the Bloomberg Ethics Hotline via <https://bloomberg.ethicspoint.com>.