

EEO Policy

Bloomberg maintains a continuing policy of non-discrimination in employment. It is Bloomberg's policy to provide equal opportunity and access for all persons, and the Company is committed to attracting, retaining, developing, and promoting the most qualified individuals without regard to age, ancestry, color, gender identity or expression, genetic predisposition or carrier status, marital status, national or ethnic origin, race, religion or belief, sex, sexual orientation, sexual and other reproductive health decisions, parental or caring status, physical or mental disability, pregnancy or maternity/parental leave, protected veteran status, status as a victim of domestic violence, or any other classification protected by applicable law (each, a "Protected Characteristic"). Bloomberg prohibits treating applicants or employees less favorably in connection with the terms and conditions of employment, in all phases of the employment process, because of one or more Protected Characteristics ("Discrimination").

This policy of non-discrimination governs all aspects of employment decisions and practices, including but not limited to the following: recruitment or recruitment advertising, hiring, job assignment, promotion, reductions in force, selection for training, education, social and recreation programs, demotions or transfer, rates of pay or other forms of 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 with or disclosed to persons who are not privy to such information by virtue of their position with Bloomberg 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, including an investigation conducted by Bloomberg, (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 or harassment. Anyone who believes that they have been the subject of discrimination or harassment 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>. Retaliation against anyone who complains of or witnesses behavior contrary to this policy is also prohibited.