

## **AFFIRMATIVE ACTION FOR EQUAL EMPLOYMENT OPPORTUNITY - A STATEMENT OF POLICY**

The success of Deloitte LLP and its subsidiaries (the "Deloitte U.S. Firms") as a professional services organization requires that we maintain a rich diversity of people able to render services with exceptional quality, excellence and commitment. Our policy of affirmative action to advance the principles of equal employment opportunity supports that goal by enlarging our talent pool.

The policy of each Deloitte U.S. Firm is to seek and employ men and women of skill and integrity and to provide them with the means to develop professionally, without regard to race, color, religion, creed, citizenship, national origin, age, sex, gender, gender identity/expression, sexual orientation, marital status, disability, genetic information, veteran status or any other legally protected basis, in accordance with applicable federal, state or local law. Our policies aim for the highest standards of fairness and equal opportunity, covering recruitment and employment, promotions, compensation, team opportunities, and training programs. We are committed to compliance with all laws and regulations relating to equal employment opportunity, affirmative action and harassment.

Employees and applicants must not be subjected to harassment, intimidation, threats, coercion, discrimination or any form of reprisal because they have (1) filed a complaint; (2) assisted or participated in an investigation, proceeding, or any other activity related to the administration of any federal, state, or local law requiring EEO; (3) engaged in any activity that is protected by any Deloitte U.S. Firm policy; (4) opposed any act or practice made unlawful by any federal, state, or local law requiring equal opportunity; (5) engaged in any other activity that is protected by any federal, state or local law; or (6) inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant, except employees who have access to the compensation information of other employees or applicants as a part of their essential job functions and have disclosed such information other than for a legitimate internal business or legal compliance purpose.

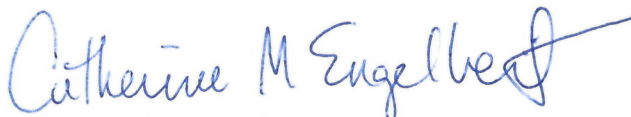
To support our inclusive culture, Deb DeHaas, Chief Inclusion Officer, Deloitte LLP, oversees the vision and the implementation of our Inclusion strategy. Overall direction and support on our affirmative action program is provided at the national level through Abby Israel, Senior Manager OFCCP Matters, Deloitte LLP. She is responsible for monitoring compliance with federal affirmative action regulations across the Deloitte U.S. Firms.

### **Invitation to Self-Identify**

Employees may choose to voluntarily disclose their sex, race, ethnicity, protected Veteran status and disability at any time via Deloitte's self-service portal. Applicants may self-identify during the application process. Employees and applicants with disabilities are encouraged to inform Talent Relations if they need a reasonable accommodation to perform a job for which they are otherwise qualified.

### **Local Action Plans**

The Office of Federal Contract Compliance Programs (OFFCP) requires that each office prepare an affirmative action plan and update it annually. Each Deloitte U.S. Firm's plan incorporates the policies referenced herein and also specifies the actions to be taken by each of its offices. Portions of these plans are available to employees upon request by contacting Abby Israel, Senior Manager OFCCP Matters, Deloitte LLP.



Cathy Engelbert  
Chief Executive Officer