

SPONSORING ORGANIZATION: People Services

INTRODUCTION

Booz Allen is dedicated to enhancing diversity in the workplace and demonstrates that commitment by developing programs, policies and procedures that foster a work environment in which differences are respected and all employees are treated fairly. The company complies with all laws prohibiting discrimination against employees and applicants and is committed to providing equal employment opportunities for qualified employees and applicants. Booz Allen is an equal opportunity employer and committed to providing a workplace that is free from discrimination based on race (including traits historically associated with race, including hair texture, hair type, and protective hairstyles), color, ethnicity, religion, sex (including pregnancy, childbirth, lactation, or related medical conditions), national origin, ancestry, age, marital status, sexual orientation, gender identity and expression, disability, veteran status, military or uniformed service member status, genetic information, or any other status protected by applicable federal, state, local, or international law. (1004, Tc 0.004 Subj 05com 004 de 002 Fed 01) Acquisition Regulation (FAR) Tw 0.217 0 Td(I)- requirements and other applicable laws for US government contractors related to equal employment and affirmative action.

SCOPE

This policy applies to all employees, officers, directors, independent contractors, subsidiaries, and affiliates of the company (referred to as “Booz Allen people”).

POLICY

Booz Allen is committed to providing equal opportunity in our employment practices, including but not limited to our hiring practices, benefits, compensation, career advancement, and disciplinary action. All Booz Allen people are expected to comply with the company’s policies related to equal employment opportunity and affirmative action.

Affirmative Action Plans

The company is committed to the principles of affirmative action. Booz Allen implements affirmative action plans (AAPs) that include specific action-oriented programs and goals designed to advance the principles of equal opportunity in all aspects of employment actions, including the recruitment, selection, training, advancement, and compensation of qualified females, minorities, veterans, and individuals with disabilities in all job profiles, to ensure that all personnel actions are administered without regard to protected status, and to ensure that all employment decisions are based only on valid job requirements. The Compliance team in People Relations and Compliance, which has overall responsibility for the company’s affirmative action plans, conducts plan audits and reporting in compliance with requirements of the Office of Federal Contract Compliance Programs (OFCCP) and any other applicable laws.

The AAPs for protected veterans and individuals with disabilities are available for review upon request during normal business hours by contacting the Employment Risk Management and Compliance team.

Pay Transparency

Booz Allen is committed to providing equal

information of other Booz Allen employees or applicants as a part of his/her essential job functions, discloses that information 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 Booz Allen, or
- c) consistent with Booz Allen's legal duty to furnish information 41 CFR 60-1.35(c).

Booz Allen people who have questions about compensation information, including whether and when employees

Anyone can report an ethics concern to our Ethics HelpLine at +1-800-501-8755 (US) or +1-888-475-0009 (International) or [Speakup.bah.com](https://speakup.bah.com). Concerns may be raised anonymously.

We take all allegations of misconduct seriously, investigate them promptly, and strictly prohibit retaliation against any person who raises a good faith ethical or legal concern.