

# EQUAL EMPLOYMENT OPPORTUNITY

## PURPOSE

To recruit, employ, promote and compensate employees, and to offer them access to the benefits and privileges of employment, solely on the basis of their job-related qualifications, merit, and competence, and draw upon the diverse skills of all employees.

## POLICY

The company does not and will not discriminate against employees or applicants for employment because of race, color, religion, creed, sex, gender, gender identity, gender expression, sexual orientation, marital status, domestic partnership status, civil union status, pregnancy, military obligation, veteran or military status, national origin, disability, genetics, age, ancestry, citizenship status, or any other characteristic that is protected under applicable law (“protected characteristics”). Decisions to recruit, hire, train, promote, and compensate individuals, and to offer them access to the benefits and privileges of employment (including company- sponsored educational, social, and recreational programs) are made without regard to any of the protected characteristics specified above. All employment decisions and actions are based only on valid job requirements, relevant qualifications and merit.

Moreover, Prudential will not tolerate retaliation in any form against individuals who oppose or report unlawful discrimination or harassment. Unlawful retaliation includes taking adverse employment actions against individuals who engage in a legally protected activity.