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

Deloitte's success 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 affirmative action policy advances the principles of equal employment opportunity and supports that goal by enlarging our talent pool.

Deloitte's policy is to seek and employ people with 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, pregnancy, gender identity/expression, sexual orientation, marital status, disability (including neurodiversity), 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 all aspects of employment, including, but not limited to, 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 (EEO), affirmative action, and harassment, and to ensuring that all employment decisions are based only on valid job requirements. Our policies provide for an internal audit and reporting system that helps Deloitte monitor and evaluate the effectiveness of its affirmative action efforts and programs.

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 Deloitte policy; (4) opposed any act or practice made unlawful by any federal, state, or local law requiring equal opportunity; (5) inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant; or (6) engaged in any other activity that is protected by any federal, state, or local law.

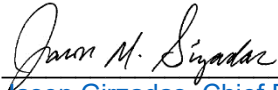
To support our inclusive culture, Kwasi Mitchell, Chief Purpose and Diversity, Equity, and Inclusion (DEI) Officer, oversees the vision and the implementation of our Inclusion strategy. Overall direction and support on our affirmative action program is provided at the national level through Talent ELE Compliance. They are responsible for monitoring compliance with federal affirmative action regulations across Deloitte.

### **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.

## **Affirmative Action Plans**

The Office of Federal Contract Compliance Programs (OFFCP) requires that Deloitte prepare affirmative action plans and update them annually. Deloitte's plans incorporate the policies referenced herein and also specify the actions to be taken if the policies are not adhered to. Employees may request access to these plans by contacting Talent ELE Compliance.



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Jason Girzadas, Chief Executive Officer

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