

# Equal Opportunity in Employment and Contracting



Fannie Mae values diversity and inclusion and is committed to the principles of equal opportunity in employment and in contracting. Fannie Mae's commitment to these principles is intended to promote diversity and ensure, to the maximum extent possible in balance with financially safe and sound business practices, the inclusion and utilization of minorities, women, individuals with disabilities, and minority-, women-, and disabled-owned businesses at all levels, in management and employment, in all business and activities, and in all contracts. Fannie Mae prohibits any form of discrimination on any basis protected by applicable federal, state, or local law, including, but not limited to, race, color, religion, sex, national origin, disability or disability status, genetic information, age, sexual orientation, gender identity/gender expression, marital or parental status, family responsibilities, political affiliation, personal appearance, matriculation, any system of social stratification, homeless status, credit information, or veteran status.

## Equal Employment Opportunity/Non-Discrimination

Fannie Mae provides equal employment opportunity for all employees and applicants. Fannie Mae does not make employment decisions based on any protected basis, including, but not limited to, race, color, religion, sex, national origin, disability or disability status, genetic information, age, sexual orientation, gender identity/gender expression, marital or parental status, family responsibilities, political affiliation, personal appearance, matriculation, homeless status, credit information, or veteran status. Fannie Mae further prohibits employment discrimination in any form based on any system of social stratification (e.g., caste, lineage, class.) This Equal Employment Opportunity statement applies to all terms, conditions, and privileges of employment, including, but not limited to, recruitment, hiring, transfer, promotion, termination, training, compensation, and benefits.

Fannie Mae will provide reasonable accommodation to qualified individuals with disabilities who are employees or applicants for employment, unless to do so would cause undue hardship to the company. Fannie Mae also will provide employees and applicants for employment reasonable accommodation for religious beliefs, observances, or practices, unless to do so would cause undue hardship to the company. In general, an accommodation is any change in the work environment or in the way things are customarily done that enables an individual requesting such accommodation(s) to perform their job and otherwise enjoy equal employment opportunities.

## Equal Contracting Opportunity

Fannie Mae is committed to equal contracting opportunity for interested contractors and suppliers, including without limitation in its contracting with financial institutions, investment banking firms, investment consultants or advisors, financial services entities, mortgage banking firms, asset management entities, underwriters, accountants, brokers, broker-dealers, and providers of legal services.

Fannie Mae does not knowingly do business with any vendor, counterparty, or other commercial business that engages in modern-day slavery practices such as the coercion of labor through violence, threat, exploitation, or more subtle means of compulsion.

Fannie Mae's dedication to ensure the inclusion and utilization of women-, minority-, disabled-owned and other diverse suppliers for all types of contracts is tangibly expressed by the following actions:

- Outreach to diverse groups and promoting opportunities for diverse suppliers to compete for Fannie Mae contracts; and
- Requirements that contracts for services in any amount and contracts for goods that equal or exceed \$25,000 in annual value, as appropriate, contain a material clause committing the contractor to practice the principles of equal employment opportunity and non-discrimination in all its business activities and requiring each such subcontractor to include the clause in each subcontract it enters for services or goods provided to Fannie Mae.

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## No Reprisal or Retaliation

Fannie Mae prohibits reprisal or retaliation against any individual who reports or files a complaint relating to discrimination on any basis protected by applicable federal, state, or local law, or otherwise protected by any Fannie Mae policy, practice, guideline, or any other violation of this statement, or who participates in or cooperates with an investigation into such allegation(s).

## Reporting Complaints or Concerns

If you believe that a violation of this Equal Opportunity in Employment and Contracting statement has occurred, or if someone has reported a violation of this statement to you, you should promptly take any of the following courses of action:

- If you are an employee, you may notify anyone in your supervisory chain, including your Director or Officer;
- Employees may also notify or file a complaint with Human Resources by contacting their Human Capital Consultant or Employee Relations Specialist, or the Human Resources Service Center at (844) 752-1234 > option 3 > option 3, file a MyServices HR Request;
- Employees may also contact Compliance & Ethics (C&E) via FM Ethics;
- If you are an applicant, notify a recruiter or FM Ethics;
- If the matter involves contracting, notify FM Ethics;
- Contingent Workers should refer to the Service Requirements for Contractors and Consultants for additional information, including contact information for raising questions and concerns.

You may contact FM Ethics confidentially and anonymously, if desired, at 1 (888) FM-ETHICS (1-888-363-8442), [fm\\_ethics@fanniemae.com](mailto:fm_ethics@fanniemae.com), or [www.fanniemae.com/fmethics](http://www.fanniemae.com/fmethics).

*This Statement is endorsed by Priscilla Almodovar, Chief Executive Officer, and approved by the Fannie Mae Board of Directors.*