

Equal Opportunity in Employment and Contracting

Fannie Mae is committed to the principles of equal opportunity in employment and contracting. 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, 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, 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 employees or applicants for employment who are qualified individuals with disabilities or have known limitations related to pregnancy, childbirth, or related medical conditions, unless to do so would cause undue hardship to the company. Fannie Mae will also 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.

Equal Contracting Opportunity

Fannie Mae is committed to equal contracting opportunity for interested business partners 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 tolerate the use of forced labor, child labor, or any other abusive or exploitative labor practices in any part of our supply chain.

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, promptly take one or more of the following courses of action:

- If you are an employee, any reports/complaints may be made to any of the following:
 - FM Ethics through the [Ethics Helpline](#) available 24/7/365, online on any device, or via phone at (888) 363-8442, where you can speak with a live operator at an independent call center anytime. All contacts are confidential and can be made anonymously, if you choose.
 - Human Resources (HR) via:
 - The HR Service Center (HRSC) at (844) 752-1234 (Option 3 > Option 3) or a MyServices HR Request;
 - An Employee Relations (ER) Specialist via the [ER webline](#); and/or
 - A Human Capital Consultant (HCC).
 - The employee's manager, a Fannie Mae Officer, or any other People Manager.
 - If you are an applicant, notify a recruiter or FM Ethics.
 - If the matter involves contracting, notify FM Ethics.
 - If the matter involves a contingent worker/contractor/consultant, employees should notify the Contractor Resource Center (CRC) at contractor_resource_center@fanniemae.com or FM Ethics via the [Ethics Helpline](#) (online or via phone at (888) 363-8442).
 - Contingent Workers should refer to the [Service Requirements for Contractors and Consultants](#) for additional information.

You may contact FM Ethics confidentially and anonymously, if desired, through the [Ethics Helpline](#) online from any device, at (888) FM ETHICS (888-363-8442), or via email to fm_ethics@fanniemae.com.