

## **EQUAL EMPLOYMENT OPPORTUNITY-AFFIRMATIVE ACTION POLICY**

At Facebook, we value diversity on an individual level. We're dedicated to creating an environment where people can share their own diverse backgrounds, experiences, perspectives and ideas.

We're an Equal Employment Opportunity and Affirmative Action employer, and every member of our management team fully supports our affirmative action programs and policy of nondiscrimination and equal opportunity. That means:

- We give equal employment opportunity in all personnel practices, including recruitment, selection, promotion, training, compensation, benefits, transfer, layoff, termination, and social and recreational programs.
- We prohibit discrimination based upon race, color, religion, sex (including pregnancy, childbirth or related medical conditions), sexual orientation, gender identity, gender expression, transgender status, sexual stereotypes, national origin, immigration status, ancestry, age, marital status, protected veteran status, physical or mental disability, medical condition, genetic information, or any basis prohibited under federal, state or local law.
- We don't allow harassment against our employees, applicants or other business associates that is discriminatory or otherwise inconsistent with equal employment opportunity.

We provide reasonable accommodation for qualified individuals with physical or mental disabilities and limitations resulting from pregnancy in accordance with federal, state, and local law. We also provide reasonable accommodation for sincerely held religious beliefs, observances, and practices, unless doing so would cause undue hardship on Facebook's business.

We're committed to our affirmative action programs covering minorities, women, qualified individuals with disabilities, and protected veterans. These describe the specific affirmative action and equal employment opportunity responsibilities' of managers, supervisors, and all employees. We also expect all employees to support our affirmative action efforts to assure that equal opportunity is available to all, to encourage diversity, and to demonstrate sensitivity to and respect for others.

Facebook's EEO Officer, Elizabeth Peregrino, with the support of the HR compliance team, designs, coordinates the implementation of, and monitors our progress under our affirmative action programs while also keeping our top management team up to date on these matters.

Finally, we don't tolerate statements or actions that could be experienced or perceived by others to create a discriminatory or harassing work environment. We also don't allow any retaliation including intimidation, threats or coercion, against someone who acts in good faith in reporting (or expressing an intent to report) discrimination or harassment. If anyone believes in good faith that our policies prohibiting discrimination, harassment or retaliation have been violated (or potentially violated), he or she should immediately bring the matter to the attention of our Human Resources Department at [hr@fb.com](mailto:hr@fb.com) so we can investigate and take appropriate action. Employees who violate our policies against discrimination, harassment or retaliation will be subject to appropriate disciplinary action, including termination.

Facebook's EEO Policy, as well as its affirmative action obligations, includes the full and complete support of the Facebook leadership team, including our Chief Executive Officer, Mark Zuckerberg, and our Chief Operating Officer, Sheryl Sandberg.

Thanks for your support and commitment to diversity and inclusion at Facebook.

Lori Goler, VP, People