

## Equal Employment Opportunity/Affirmative Action

### Purpose:

To affirm CDM Smith's commitment to Equal Employment Opportunity and Affirmative Action.

### Applies to:

This policy applies to all CDM Smith U.S.-based employees and qualified applicants for U.S. positions.

### Policy:

It is the policy of CDM Smith to provide equal employment opportunity to for all employees and applicants for employment. The firm will assure that employees at all levels and qualified applicants who are recruited and hired, are not discriminated against because of their race, color, religion, sex (including pregnancy, pregnancy related conditions, childbirth and related medical conditions, sexual orientation, gender identity or gender expression), national origin, age, marital status, physical or mental disability, veteran status, citizenship status, genetic information or any other characteristic protected by applicable law. CDM Smith will continue to promote the full realization of equal employment through a positive continuing program.

CDM Smith's employment decisions are based only on job-related criteria. Equal opportunity and equal consideration will be afforded to all applicants and employees in employment practices, including recruiting, hiring, promotion, transfer, layoff or recall from layoff, termination, compensation, benefits, leaves of absence and selection for training or other employment opportunities, provided the individual is qualified, with or without reasonable accommodation, to perform the essential functions of the job. It is our intention, in implementing this policy, to provide full employment opportunities to all employees, and to provide opportunities at all job levels through upgrading and recruiting actions.

As a federal contractor, CDM Smith takes affirmative action to employ and advance in employment qualified individuals with disabilities and protected veterans, consistent with the requirements of Section 503 of the Rehabilitation Act of 1973, as amended, and the Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA), as amended. Furthermore, it is our policy to coordinate the affirmative action programs directed at seeking qualified personnel from organizations of and for individuals with disabilities, and from organizations serving protected veterans and to provide encouragement and direction to our staff to advance within the limits of each individual's capabilities. CDM Smith considers the attainment of equal employment opportunity for all as a major corporate objective and expects the active and effective support of every employee.

In addition, employees and applicants will not be subjected to harassment, intimidation, threats, coercion, discrimination or any other form of retaliation because they have engaged in, or may engaged in, protected activities such as filing a complaint; assisting or participating in an investigation, compliance review, hearing or other activity related to the administration of Section 503, VEVRAA or any other federal, state, or local equal opportunity law; opposing any

act or practice believed to be unlawful; or exercising any other right protected by such laws and regulation.

If you have any questions or concerns regarding this policy or CDM Smith's compliance with it, you may contact Corporate Human Resources at 800 243-2677.

CDM Smith's Affirmative Action Programs for individuals with disabilities and protected veterans are available for review in the Human Resources Department, Monday through Friday, from 8:00 a.m. to 5:00 p.m. EST upon request or on inSite.