

# Equal Opportunity in Employment and Contracting



Fannie Mae values diversity and inclusion and is committed to the principles of equal opportunity in employment and 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/Nondiscrimination

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 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.

## 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:
  - Compliance & Ethics (C&E) via FM Ethics at 1-888-FMETHICS, [fm\\_ethics@fanniemae.com](mailto:fm_ethics@fanniemae.com), or [www.fanniemae.com/fmethics](http://www.fanniemae.com/fmethics) (which may be made confidentially and anonymously).
  - Human Resources (HR) via:
    - o The HR Service Center (HRSC) at 1-844-752-1234 (Option 3 > Option 3) or a MyServices HR Request.
    - o An Employee Relations (ER) Specialist via the [ER weblink](#); and/or
    - o A human capital consultant (HCC).
    - o 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](mailto:contractor_resource_center@fanniemae.com) or FM Ethics at [fm\\_ethics@fanniemae.com](mailto:fm_ethics@fanniemae.com).
  - 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, at 1-888-FMETHICS (1-888-363-8442), [fm\\_ethics@fanniemae.com](mailto:fm_ethics@fanniemae.com), or [www.fanniemae.com/fmethics](http://www.fanniemae.com/fmethics).

## 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 knowingly do business with any vendor, counterparty, or other commercial business that engages in any slavery practices such as the coercion of labor through violence, threat, exploitation, or more subtle means of compulsion.

Fannie Mae's commitment to the principles of equal opportunity in our contracting activities for all types of contracts is tangibly expressed by the following actions:

- Employ outreach strategies to attract a diverse range of suppliers and business partners; 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 nondiscrimination in all its business activities and requiring each such contractor to include the clause in each subcontract it enters for services or goods provided to Fannie Mae.

---

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