

Summary

MMC values the diversity of its workforce and takes steps to create and maintain an inclusive, non-discriminatory workplace where colleagues can effectively and efficiently utilize their skills and experience. The Company is committed to the principles of equal employment opportunity for its employees and complies with all relevant federal, state and local laws.

Policy Statement

MMC provides equal employment opportunities to all employees without regard to race, color, religion, sex, national origin, age, marital status, sexual orientation, gender identity, citizenship, real or perceived disability or handicap, genetic predisposition, status as a Vietnam-era veteran, special disabled veteran or other veteran who served on active duty during a war, campaign or expedition for which a campaign badge has been authorized (campaign badges are awarded to military service members who participate in certain campaigns or expeditions; a full list is available at <http://www.opm.gov/veterans/html/vgmedal2.htm>), and/or any other protected category in accordance with applicable federal, state or local laws.

In addition, the Company complies with all state and local laws, regulations and ordinances governing non-discrimination in employment in every location in which the Company has facilities and/or employees. This policy applies to all terms and conditions of employment including, but not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training. For all MMC companies that are government contractors, the Company also takes affirmative action to employ and advance in employment qualified minorities, women, disabled individuals, and special disabled veterans, Vietnam-era veterans and other veterans who served on active duty during a war, campaign, or expedition for which a campaign badge has been authorized in accordance with Executive Order 11246.