



Equal Employment Opportunity and Affirmative Action Commitment (Revised: 2/02/2024)

Overview Huron endorses equal employment opportunity and affirmative action principles and has established policies and practices that support these values and principles as an integral component of our culture.

Eligibility All employees.

Equal Opportunity The Company is fully committed to providing equal employment opportunity in recruitment, employment, compensation, benefits, promotions, transfers, education and all other terms of employment. Huron will not discriminate on the basis of age, race, ethnicity, color, gender, marital status, sexual orientation, gender identity, gender expression, pregnancy, national origin, religion, protected veteran status, medical condition, genetic information, FMLA status, physical or mental disability, creed, citizen status or any other status protected by federal, state or local law.

Commitment to Affirmative Action & a Diverse Workforce The Company has developed and maintained a written Affirmative Action Program (AAP). The Company's senior leadership team supports the affirmative action program and encourages all employees to assist in its efforts to carry out the intent of this policy.

The Company maintains an audit and reporting system to determine overall compliance with its equal employment opportunity requirements. The EEO Coordinator is charged with overall responsibility for the implementation of the AAP required by the Company's equal employment opportunity requirements. Huron is committed to equal employment opportunity and a diverse workforce not merely because it is our legal obligation, but because of our firm conviction that diversity makes good business sense. Through these objectives the Company strives to achieve a diverse workforce that reflects the communities we serve at all levels of the organization. The commitment to diversity is also characterized by an inclusive culture where we value each employee's contributions and strive to develop the talents of all employees. The development of a diverse workforce enables us to draw upon a wide spectrum of ideas for achieving and exceeding our common goals.

Complaints

Management is responsible for equal employment opportunities and commitment to affirmative action in their areas of authority. Employees who believe that they have been treated differently because of any factor unrelated to professional ability and accomplishment are encouraged to contact their supervisor or Human Resources immediately. All complaints of discrimination will be taken seriously and investigated promptly. Employees can raise concerns and make reports without fear of reprisal.

Violation of Policy

Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including termination of employment.

Related Policies

Harassment and Discrimination Disability and Accommodation Policy

No Retaliation

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in any of the following activities: (1) Filing a complaint; (2) Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of section 503 or any other Federal, State, or local law requiring equal opportunity for individuals with disabilities; (3) Opposing any act or practice made unlawful by section 503 or its implementing regulations in this part, or any other Federal, State or local law requiring equal opportunity for individuals with disabilities; or (4) Exercising any other right protected by section 503 or its implementing regulations in this part.

The narrative portions of the Affirmative Action Plan (AAP) shall be available for inspection to any employee during business hours (9:00 a.m. to 5:00 p.m., Monday through Friday) at Huron's corporate headquarters in Chicago.
