

Boeing Policy on Equal Employment Opportunity and Affirmative Action

The Boeing Company is committed to providing a workplace free of discrimination, harassment and retaliation. Boeing is also a federal contractor subject to Executive Order 11246, Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended ("VEVRAA") and Section 503 of the Rehabilitation Act of 1973, as amended ("Section 503"). As such, Boeing is committed to taking affirmative steps to promote the employment and advancement of minorities, women, persons with disabilities, and protected veterans. Boeing has developed and implemented Affirmative Action programs to further support its commitment to the principle of equal employment opportunity. Boeing provides reasonable accommodation to the known physical or mental limitations of an otherwise qualified employee or applicant for employment, un0 Tw 1011(a n d E m p l o y m e n t O p p o r t u n i t y) 0 0 7 T c 0.011 Tw 0 -1.141 TD [(opp)-14(or)-12(t)-11(uni)-10(t)-11(y f)-11(or)-12(i)-10(ndi)-10(vi)-10(dual)-10(s)-14(focal, Regional EEO office or Human Resources representative. You may also contact the Boeing Corporate EEO Hotline at 1-800-617-1442.

All complaints regarding violations of these policies will be thoroughly investigated, and appropriate corrective action will be taken. Retaliation for filing a complaint or cooperating with an investigation is strictly prohibited and will not be tolerated. All leaders are required to support our commitment to a harassment-free work environment by preventing and addressing discrimination and harassment. Leaders should understand and communicate Boeing policies and procedures, identify potential problems, and implement effective corrective action when indicated.