

Equal Opportunity in Employment and Contracting



Fannie Mae values diversity in the workplace as well as in the marketplace and is committed to the principles of equal opportunity in employment and in 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 race, color, religion, sex, national origin, disability or disability status, genetic information, age, sexual orientation, gender identity, marital or parental status, family responsibilities, or veteran status.

Equal Employment Opportunity/Non-Discrimination

Fannie Mae provides equal employment opportunity for all employees and applicants. Fannie Mae does not make employment decisions based on any protected basis, including race, color, religion, sex, national origin, disability or disability status, genetic information, age, sexual orientation, gender identity, marital or parental status, family responsibilities, or veteran status. This statement applies to all terms, conditions, and privileges of employment, including, but not limited to, hiring, transfer, promotion, termination, training, compensation, and benefits.

Fannie Mae will provide reasonable accommodation to qualified individuals with disabilities who are employees or applicants for employment, unless to do so would cause undue hardship to the company. Fannie Mae also will 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. In general, an accommodation is any change in the work environment or in the way things are customarily done that enables an individual requesting such accommodation(s) to perform his or her job and otherwise enjoy equal employment opportunities.

Equal Contracting Opportunity

Fannie Mae is committed to equal contracting opportunity for interested contractors 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's dedication to ensure the inclusion and utilization of diverse suppliers for all types of contracts is tangibly expressed by the following actions:

- Outreach to diverse groups to provide them with opportunities to compete for Fannie Mae contracts;
- Consideration of diversity of a contractor when reviewing and evaluating offers from contractors; and
- In contracts for services in any amount and contracts for goods that equal or exceed \$25,000 in annual value, as appropriate and as a material clause, requiring contractors to (i) commit to practice the principles of equal employment opportunity and non-discrimination in all their business activities; and (ii) require their subcontractors to include a similar clause in their subcontracts for services or goods to be provided to Fannie Mae.

We recognize that by broadening our housing, employment, and supplier base, we serve our customers, employees, and suppliers more effectively.

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, any other violation of this statement, or who participates in or cooperates with an investigation into such allegation(s).

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, you should promptly take any of the following courses of action:

- If you are an employee, notify anyone in your supervisory chain, or any other manager, director, officer of Fannie Mae, Human Capital Consultant, or Employee Relations Specialist;
- If you are an applicant, notify a recruiter;
- If the matter involves contracting, notify Procurement (email: supplier_diversity@fanniemae.com); or
- Notify or file a complaint with Compliance & Ethics (email: fm_ethics@fanniemae.com) or call the 1-888-FM-ETHICS phone line (anonymously, if you wish).

This statement is endorsed by Hugh R. Frater, Chief Executive Officer, and approved by the Fannie Mae Board of Directors.