



## EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

It is the policy of JCDecaux North America, Inc. (“JCDecaux”) not to discriminate against any employee or applicant for employment because of race, color, age, religious belief, creed, gender, sex, sexual orientation, sexual identity, national origin, ancestry, citizenship status, marital status, genetic information, disability or veteran status. It is also the policy of JCDecaux to take affirmative action to employ and to advance in employment, all persons regardless of race, color, age, religious belief, creed, gender, sex, sexual orientation, sexual identity, national origin, ancestry, citizenship status, marital status, genetic information, disability or veteran status, and to base all employment decisions only on valid job requirements. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation and selection for training, including apprenticeship, at all levels of employment.

Employees and applicants of JCDecaux will not be subject to harassment on the basis race, color, age, religious belief, creed, gender, sex, sexual orientation, sexual identity, national origin, ancestry, citizenship status, marital status, genetic information, disability or veteran status. Additionally, retaliation, including intimidation, threats, or coercion, because an employee or applicant has objected to discrimination, engaged or may engage in filing a complaint, assisted in a review, investigation, or hearing or have otherwise sought to obtain their legal rights under any Federal, State, or local EEO law is prohibited.

We request the support of all employees in accomplishing Equal Employment Opportunity.