

## **Equal Employment Opportunity and Affirmative Action Policy**

Milbank operates in an atmosphere where pride and mutual respect are the custom. The Firm's continuing success depends on the full and effective use of the abilities of all employees in conformity with all applicable laws concerning actual or perceived age, race, color, religion, disability, marital or partnership status, pregnancy (including childbirth, breastfeeding, or related medical conditions), ancestry, national origin and citizenship, gender, gender identity and expression, sexual orientation, military or veteran status, creed, genetic predisposition, carrier status or any other classification protected by law. The Firm's objective is to maintain an environment which encourages the personal and professional growth of each individual in our community. Toward this end, the Firm fully supports the objectives and purposes of applicable federal, state, and local equal employment opportunity laws and is committed to providing equal opportunity in all personnel actions, including recruitment, employment, assignment, training, compensation, benefits, promotions, transfers, and terminations.

The Firm is an equal opportunity employer. We are firmly committed to a policy of non-discrimination and to the rights of all employees to work in an environment free of sexual harassment and discrimination. Moreover, discrimination against or harassment of any employee on the basis of the employee's actual or perceived age, race, color, religion, disability, marital or partnership status, pregnancy (including childbirth, breastfeeding, or related medical conditions), ancestry, national origin and citizenship, gender, gender identity and expression, sexual orientation, military or veteran status, creed, genetic predisposition, carrier status or any other classification protected by federal, state and local law, is not acceptable and appropriate disciplinary action may be taken against any employee willfully violating this policy. This policy applies to recruiting, hiring, placement, promotions, training, discipline, terminations, layoffs, recall, transfers, leaves of absence, compensation and all other terms and conditions of employment.

The Firm is also a federal contractor subject to Executive Order 11246, Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended ("Section 4212") and Section 503 of the Rehabilitation Act of 1973, as amended ("Section 503"). As such, the Firm is committed to taking positive steps to implement the employment-related aspects of the Firm's equal opportunity policy. Accordingly, it is the Firm's policy to take affirmative action to employ, advance in employment, and otherwise treat qualified minorities, women, protected veterans, and individuals with disabilities without regard to their race/ethnicity, sex/sexual orientation/gender identity or expression, veteran status, or physical or mental disability or any other legally protected characteristic. Under this policy, the Firm also will provide reasonable accommodation to the known physical or mental limitations of an otherwise qualified employee or applicant for employment, unless the accommodation would impose an undue hardship on the operation of the Firm's business.

The Firm's affirmative action policy also prohibits employees and applicants from being subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in (1) filing a complaint; (2) assisting or participating in an investigation, compliance review, hearing, or any other activity related to the administration of Section 503, Section 4212, or any other federal, state or local law requiring equal opportunity for disabled persons or covered veterans; (3) opposing any act or practice made unlawful by Section 503 or Section 4212 and their implementing regulations, or any other federal, state or local law requiring equal opportunity for disabled persons or covered veterans; or (4) exercising any other right protected by Section 503 or Section 4212 or their implementing regulations.