

Equal Employment Opportunity

In order to provide equal employment and advancement opportunities to all individuals, employment decisions at Alexandria are based only on lawful factors including merit, qualifications, abilities and the quality of one's performance. Alexandria does not discriminate in employment opportunities or practices on the basis of race, color, religion, sex, sexual or gender identity, sexual or other reproductive health decisions, gender expression, ancestry, national origin, age, physical or mental disability, marital status, sexual orientation, genetic information or characteristics, medical condition, pregnancy, military or veteran status or any other characteristic protected by applicable federal, state or local law.

Alexandria will make reasonable accommodations for qualified individuals with known disabilities who request accommodations, unless doing so would result in an undue hardship or a direct threat to safety. The Company also makes reasonable accommodations for the religious observances and practices of employees, including with respect to employee work schedules, religious dress practices and religious grooming practices, unless doing so would result in an undue hardship. Applicants and employees should contact the Talent & Business Operations Team to request a reasonable accommodation, if one is needed. This policy governs all aspects of employment, including recruitment, selection, job assignment, promotion, compensation, discipline, layoff, recall, termination and access to benefits and development.

The Company will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the Company, or (c) consistent with the Company's legal duty to furnish information.

As a federal government contractor, Alexandria has developed and maintains a written Affirmative Action Plan, which sets forth the policies, practices and procedures to which the Company is committed in order to ensure that its policy of nondiscrimination and affirmative action for qualified females, minorities, individuals with disabilities, and protected veterans is followed. This policy is endorsed by the Company's highest directors and officers. The Executive Vice President – Business Operations is the Company's Affirmative Action Officer and is responsible for maintaining an audit and reporting system to monitor compliance with our Affirmative Action Program and equal opportunity policy.

Any employee or applicant with questions or concerns about any type of discrimination in the workplace is encouraged to bring these issues to the attention of his or her supervisor or the Talent & Business Operations Team. The Company will promptly and effectively investigate all such reports, keeping the matter confidential to the extent consistent with performing a complete investigation. Because the Company values its policy against discrimination and encourages reporting of inappropriate behavior, the Company will not retaliate against anyone for filing a report, making a good faith complaint, assisting another to make a complaint, participating in an investigation or hearing, or otherwise seeking to obtain his/her legal rights under any Federal, State, or local EEO law, and will not knowingly permit or tolerate retaliation by others. If an employee or applicant believes that he/she has been subjected to or has witnessed any form of discrimination or other conduct that violates this policy, such employee or applicant must report it immediately to the Talent & Business Operations Team. Employees and applicants can raise good faith concerns and make reports without fear of reprisal.

Anyone found to have violated this policy or applicable law, or to have made a false claim, will be subject to disciplinary action, up to and including termination of employment.