

● **Equal Employment Opportunity**

We believe that our workplace, business and clients are greatly enriched by diversity in our workforce. Different perspectives and disparate backgrounds provide valuable input to our decisions, helping us maintain our positive culture and industry standing. We, therefore, are committed to the principles of equal employment opportunity for all employees and applicants for employment.

The opportunities afforded throughout the Firm are available to all without regard to race, color, creed, national origin, citizenship, age, religion or belief, sex, sexual orientation, gender identity and/or expression, marital or parental status, disability, pregnancy or pregnancy-related condition (such as breast feeding), genetic information, veteran status or any other basis protected by law.

This Policy extends to every phase of employment at BBH including recruitment, hiring, training, promotions, compensation, benefits, transfers, discipline, discharge and Firm-sponsored educational, social and recreational programs.

Firm management is responsible for adherence to this Policy. Yet, in the final analysis, achieving equal employment opportunity and the enrichment through diversity depends on the commitment and good faith effort of all our employees.

(Revised March 2018)