



## Equal Employment Opportunity and Affirmative Action Policy

It is the policy of Quest Diagnostics to comply with all applicable federal, state and local laws governing nondiscrimination in employment and to ensure equal opportunity in all terms and conditions of employment or potential employment.

Quest Diagnostics prohibits discrimination and harassment against any employee or applicant for employment because of race, color, religion, sex, sexual orientation, gender identity, national origin, creed, citizenship status, age, disability, veteran status, genetic information, marital status or any other legally protected group status.

Quest Diagnostics has established Affirmative Action Programs under EO 11246, Section 503 of the Rehabilitation Act, and the Vietnam Era Veteran's Readjustment Assistance Act of 1974 ("VEVRAA"). Quest Diagnostics engages in affirmative action measures to ensure that qualified applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, sex, sexual orientation, gender identity, national origin, creed, citizenship status, age, genetic information, marital status, disability or protected veteran status. Quest Diagnostics has established an audit and reporting system to allow for effective measurement of its affirmative action activities.

To implement this policy, Quest Diagnostics will:

- (1) Recruit, hire, train and promote qualified persons in all job titles, without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran status, genetic information or any other legally protected group status;
- (2) Ensure that employment decisions are based only on valid job requirements; and
- (3) Ensure that all personnel actions and employment activities such as compensation, benefits, promotions, layoffs, return from layoff, Quest Diagnostics sponsored programs, and tuition assistance will be administered without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, creed, citizenship status, age, genetic information, marital status, disability, veteran status, or any other protected group status.

Employees and applicants for employment will not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged or may engage in (1) filing a complaint, (2) opposing any act or practice made unlawful by, or exercising any other right protected by, any Federal, State or local law requiring equal opportunity, including Section 503 of the Rehabilitation Act, the affirmative action provisions of VEVRAA, and Executive Order 11246 or (3) assisting or participating in an any investigation, compliance evaluation, hearing, or any other activity related to the administration of any Federal, State or local law requiring equal opportunity, including Section 503 of Rehabilitation Act, the affirmative action provisions of VEVRAA, and Executive Order 11246.

If you feel that you and/or a co-worker's rights under this policy have been violated at any time, you may contact any of the following sources to register your complaint:

- Your direct Supervisor;
- Your Supervisor's manager;
- The Director of your Department or Operational Group;
- The Human Resources Service Center;
- The CHEQline 1-800-650-9502; or
- The on-line reporting service at [www.mycompliancereport.com](http://www.mycompliancereport.com) Access ID: QDI.



If you reside in New York and want to report a claim of sexual harassment, you are also encouraged to complete the Complaint Form for Reporting Sexual Harassment in New York.

Quest Diagnostics will protect the confidentiality of all complaints to the extent possible. All complaints will receive a prompt, thorough, and impartial investigation. The Company will take immediate and appropriate corrective action, including termination of employment, when it determines a violation has occurred. Company policy prohibits retaliation against employees who raise good faith complaints. Any occurrences of retaliation for registering a complaint may be reported to one of the sources mentioned above.

#### Availability of Affirmative Action Program and Self-Identification Notice

Quest Diagnostics is a government contractor subject to Section 503 of the Rehabilitation Act of 1973 and Section 4212 of the Vietnam Era Veteran's Readjustment Assistance Act of 1974 (VEVRAA). Under these laws, we have developed an affirmative action program for individuals with disabilities and protected veterans. This program sets forth the Organization's policy to employ qualified persons without discrimination against any employee or applicant for employment because of a disability or protected veteran status and to take affirmative action to employ and advance in employment qualified individuals with disabilities and protected veterans. Portions of the Section 503 and VEVRAA affirmative action program are available for review by applicants and employees upon request of Human Resources.

#### Self-Identification under Our Affirmative Action Program

If you are an individual with a disability, a disabled veteran, a recently separated veteran, an active duty wartime or campaign badge veteran, or an Armed Forces service medal veteran please advise us if you would like to be considered under our affirmative action program. You may inform us of your request to be considered under this program at this time or at any time in the future by completing forms which are available in Employee Self Service. Submission of this information is voluntary, and refusal or failure to provide it will not subject you to discharge, discipline, or any other adverse treatment. The information provided will not be used in a manner inconsistent with applicable laws.

Stephen Rusckowski, Chairman, President and CEO reaffirms support for the EEO policy and the affirmative action program and delegates overall responsibility for the implementation of the affirmative action activities to William Johnson, Executive Director, Employee Relations and Professional Services.

A handwritten signature in black ink that reads "Stephen Rusckowski". The signature is written in a cursive style with a large initial "S".

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Stephen Rusckowski  
Chairman, President and CEO

February 15, 2021