

Equal employment opportunity/nondiscrimination

(United States and Puerto Rico)

Policy statement

Cardinal Health provides equal employment opportunity to all applicants and employees in all aspects of employment, including but not limited to sourcing; recruiting; hiring; transferring; promoting; maintaining or establishing terms and conditions of employment; training; educational assistance; compensation and benefits; corrective action; and determining lay-offs, recalls, position eliminations, and terminations. Discrimination on the basis of race, religion, sex, color, national origin, ancestry, age, physical or mental disability, sexual orientation, gender identity/expression, veteran status, pregnancy, marital status, creed, status with regard to public assistance, genetic status or any other status protected by federal, state, or local law is prohibited and is not tolerated.

Cardinal Health does not discriminate against qualified individuals with disabilities in any aspect of employment and makes reasonable accommodations to individuals with disabilities who are otherwise qualified to perform the essential functions of the job, so long as such accommodations do not cause Cardinal Health undue hardship or diminish the essential functions of the position to which they were hired. Disabled employees who need a reasonable accommodation to perform the essential functions of their job should request an accommodation from their manager or supervisor. Employees may also request accommodations through Human Resources.

Cardinal Health 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 a 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 employer, or (c) consistent with the employee's duty to furnish information.

Employees

All Cardinal Health employees share in the responsibility for fulfilling the commitment of Cardinal Health to equal employment opportunity. Employees who believe they have been discriminated against or who believe they have witnessed discrimination against others must report their concerns to their manager or supervisor immediately. If the matter is not satisfactorily resolved by the manager or supervisor, or if the employee is uncomfortable raising the concern with his/her manager, the employee must raise the concern with the Human Resources department immediately. Employees may also raise concerns by filing a report through the Business Conduct Line.

No employee will be retaliated against for making a complaint in good faith regarding a violation of this policy, or for participating in good faith in an investigation pursuant to this policy. If an employee feels that he/she has been retaliated against, the employee should immediately call the Business Conduct Line. Anyone who retaliates against another employee for making a complaint or for participating in an investigation under this policy will be subject to corrective action up to and including termination.

Policy title

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Scope

This policy applies to Cardinal Health, Inc., its divisions, and its majority-owned or controlled subsidiaries in the United States and Puerto Rico.

Original effective date

November 1, 2006

Date last revised

October 2, 2018

Responsible party

The Cardinal Health senior vice president in charge of the Human Resources function is responsible for administering and amending this policy.

Additional information

Internal references

The following internal documents and resources relate to this policy:

Title	Type
Establishment and application of Cardinal Health policies	Policy
Harassment and bullying prevention	Policy
Reporting obligations	Policy
<i>Standards of Business Conduct</i>	Reference

Uncontrolled copy if printed

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