



Policy: Equal Employment Opportunity (U.S.)

LAST REVISED: MAY 1, 2024

Travelers is committed to providing equal employment opportunity to all employees and applicants for employment free from unlawful discrimination based on race, color, religion, gender, age, national origin, disability, pregnancy, veteran status, marital status, sexual orientation, gender identity, genetic information, citizenship status or any other status or condition protected by local, state or federal law.

This policy applies to all terms and conditions of employment, including hiring, training, orientation, placement, discipline, promotion, transfer, position elimination, rehire, benefits, compensation, retirement and termination.

Responsibilities

An effective equal opportunity program can be achieved only with the support of those involved. Thus, all managers and employees are expected to create and support a nondiscriminatory work environment. Any employee who in good faith believes they have been subjected to or has witnessed discrimination should immediately report the matter to our company's attention as set forth below.

Guidelines for Reporting Discrimination

Employees have our support when reporting any allegations of discrimination. If an employee believes that they have been discriminated against or if they are aware of potential discrimination against others, the employee must report the situation immediately by notifying their direct manager, another manager in their business unit, their HR business partner, Employee Relations at 860-277-7246 or by calling the Ethics Helpline at 866-782-1441. Similarly, managers who receive information that suggests a potential violation of this policy (e.g., inquiries or complaints about discrimination matters) should immediately report the matter to their HR business partner or Employee Relations at 860-277-7246.

All incidents of prohibited discrimination that are reported to Travelers will be appropriately investigated in a thorough and timely manner. Investigations will be conducted with as much confidentiality as possible, in light of our company's need to fully investigate the matter and take appropriate corrective action. In some instances, however, it may be impossible to keep an individual's identity confidential because of the demands of conducting a thorough investigation or because of legal requirements. If Travelers determines an individual has violated this policy, or that prohibited discrimination has occurred, appropriate disciplinary action, up to and including termination of employment, will be taken.

Anti-Retaliation

Travelers expressly prohibits retaliation against employees or managers who in good faith report complaints under this policy or assist, testify or participate in an investigation, proceeding or hearing related to a complaint under this policy. Further, Travelers will not knowingly permit retaliation to occur. Please refer to our Whistleblowing and Non-Retaliation policy for more detailed information.

Contact the Employee Services Unit (ESU) via *AskESU* or call 800-441-4378 with questions about this policy.