



Effective Date: July 1, 2017

Supersedes: All previous Policies and/or Statements

Country: United States

Equal Employment Opportunity

Purpose

Providing “equal employment opportunity” is one of the most important Human Resources policies of the Company. Our goal is to do all that we realistically can to provide genuine equal employment opportunity, in every sense of the term, to applicants and employees in all phases of our operation.

Policy Statement

It is the policy of this Company that there shall be no discrimination with respect to employment, or any of the terms and conditions of employment, because of an individual’s race, color, religion, sex/gender (including pregnancy), gender identity and expression, age, marital status, sexual orientation, national origin, citizenship status, status with regard to public assistance, disability, veteran status, or any individual's status in any group or class protected by applicable federal, state, or local laws or regulations.

This policy extends to all aspects of our employment practices, including but not limited to, recruiting, hiring, discipline, firing, promoting, transferring, compensation, benefits, training, leaves of absence, and other terms and conditions of employment.

The Company will make a reasonable accommodation for known physical or mental limitations of a qualified applicant or employee with a disability unless the accommodation would impose an undue hardship on our operation. Any employee who believes he or she may require such accommodation should contact Cigna by calling 888.84.Cigna (24462) or your HR representative.

The Company is dedicated to ensuring that all personnel decisions are in accordance with these principles of equal employment opportunity. Equal employment opportunity is not only a legal principle; it is a moral commitment as well.

Clarivate has the maximum discretion permitted by law to interpret, administer, change, modify or delete this policy at any time, with or without notice. This policy does not form part of any employee's contract of employment unless explicitly stated otherwise in such contract of employment, and this policy has not been adopted to encourage any person to commence or continue employment with the Company. This policy is not intended to restrict communications or actions protected or required by local, state or federal law or a collective bargaining agreement.