

SECTION 1: EMPLOYMENT

SUBJECT: **EQUAL EMPLOYMENT OPPORTUNITY**

POLICY NO: 1-2

POLICY: Employment and consideration for employment at Chemed Corporation is based on a policy of merit and equal opportunity for all qualified persons without regard to race, religion, color, national origin, sex, age, disability, sexual orientation, gender identity, citizenship status, military status, or veteran status. This policy applies to all terms, conditions and privileges of employment, including advertising, recruiting, testing, selection, training, transfer, compensation, promotion, termination, benefits, recreation, education, and social programs.

An effective equal opportunity program requires the support of all team members. In this regard, every employee is required to accept personal responsibility for ensuring the continued success of the Company's equal opportunity commitments. Employees who feel they have been subjected to discrimination have a responsibility to report this to their Department Manager or the designated Policy Administrator.