



## HUMAN RESOURCES POLICY MANUAL

### **Equal Employment Opportunity**

Effective Date: 5/6/2016; Replaces 1/1/2015

It is the policy of Applied Materials to provide equal employment opportunity for all applicants and employees. The Company does not unlawfully discriminate on the basis of race, color, national origin, citizenship, ancestry, religion, creed, sex (including pregnancy, childbirth, or related medical condition), sexual orientation, gender identity, marital status, family care status, age, physical disability, mental disability, medical condition, genetic information, military caregiver status, veteran or military service or obligation, reserve status, national guard status, or any other basis prohibited by law. Applied Materials also makes reasonable accommodations for qualified individuals with disabilities. Finally, Applied Materials prohibits the discrimination against or harassment of any individual on any of the bases listed above.

This policy applies to all areas of employment, including recruitment, hiring, training, promotion, compensation, benefits, transfer, and social and recreational programs.

It is the responsibility of every manager and employee to follow this policy conscientiously.

For additional information regarding reporting concerns of discrimination or harassment in violation of this policy, please refer to the Company's Policy Against Discrimination, Harassment and Retaliation.

Any employee having any question regarding this policy should discuss it with his/her Human Resources Representative.

Applied Materials Confidential