



Policy title

Equal employment opportunity/nondiscrimination

(United States and Puerto Rico)

Policy statement

Cardinal Health, Inc., its divisions and majority-owned or controlled subsidiaries ("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 conditions and privileges of employment; training; educational assistance; compensation and benefits; corrective and disciplinary action; and determining lay-offs, recalls, position eliminations, and dismissals. 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, 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 disabled individuals who are otherwise qualified, so long as such accommodations do not cause Cardinal Health undue hardship.

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 witness discrimination against others should 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 or her manager, the employee must raise the concern with the Human Resources department immediately.

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 the Human Resources department.

Some states may require accommodation of conditions that may or may not be disabilities under federal law. For example, in California, Cardinal Health provides reasonable accommodations to qualified employees with cancer-related medical conditions unless doing so causes Cardinal Health an undue hardship.

Scope

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

Effective date

27 April 2009