

AFFIRMATIVE ACTION PROGRAM AND EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT FOR 2020

Equifax Inc. (“the Company”) pursues a policy of equal employment opportunity and affirmative action. Equal employment opportunity is not only a legal and economic necessity, but also an extension of the Company’s earnest desire to fulfill our role as a responsible citizen in the community. To ensure the success of our affirmative action program, we set realistic goals, which are then measured and evaluated like other Company programs.

The Company takes affirmative action to implement equal employment opportunities for qualified employees and applicants for employment without regard to race, color, religion, age, sex/gender (including pregnancy, childbirth, related medical conditions, sex-based stereotypes, and transgender status), sexual orientation, gender identity or expression, service in the Armed Forces, protected veteran status, physical or mental disability, genetic information, citizenship status, national origin or any other category protected by federal, state or local law. This commitment includes, but is not limited to:

1. Recruiting, hiring, training and promoting persons in all job titles without regard to race, color, religion, age, sex/gender (including pregnancy, childbirth, related medical conditions, sex-based stereotypes, and transgender status), sexual orientation, gender identity or expression, service in the Armed Forces, protected veteran status, physical or mental disability, genetic information, citizenship status, national origin or any other category protected by federal, state or local law;
2. Managing employment matters so as to further the principle of equal employment opportunity;
3. Ensuring that personnel actions and programs such as compensation, benefits, promotion, transfer, layoff, Company-sponsored training, educational tuition assistance, and social and recreational programs are administered without regard to race, color, religion, ancestry, age, sex/gender (including pregnancy, childbirth, related medical conditions, sex-based stereotypes, and transgender status), sexual orientation, gender identity or expression, service in the Armed Forces, protected veteran status, physical or mental disability, genetic information, citizenship status, national origin, or any other category protected by federal, state or local law;
4. Ensuring that employees are not subject to harassment, intimidation, discrimination or retaliation because they engaged in or may engage in any of the following activities:
 - (a) Filing a complaint;
 - (b) Assisting or participating in an investigation, compliance review, hearing, or any other activity related to Executive Order 11246, the Vietnam Era Veteran’s Readjustment Act of 1974 (VEVRAA), Section 503 of the Rehabilitation Act of 1973 (Section 503) or any other federal, state or local law requiring equal opportunity;
 - (c) Opposing any act or practice made unlawful by Executive Order 11246, VEVRAA, Section 503 or any federal, state, or local law requiring equal opportunity;
 - (d) Exercising any other right protected by Executive Order 11246, VEVRAA, Section 503 or any other federal, state, or local law requiring equal opportunity.

To accomplish the above aims, the Company established specific accountabilities for carrying out Affirmative Action Policies and Programs. Our Affirmative Action Plan is available for inspection during normal business hours. Please contact Mark Matthews, Corporate EEO Administrator, to make an appointment to review our plan. Each manager is expected to review present and future personnel policies and practices to ensure that equal employment opportunity is being actively implemented and that no employee or applicant for employment suffers from unlawful discrimination because of race, color, religion, age, sex/gender (including pregnancy, childbirth, related medical conditions, sex-based stereotypes, and transgender status), sexual orientation, gender identity or expression, service in the Armed Forces, protected veteran status, physical or mental disability, genetic information, citizenship status, national origin, or any other category protected by federal, state or local law. Managers are held accountable for making good-faith efforts to achieve any applicable goals. Should you have any questions regarding these programs, you may contact Mark Matthews at 404-885-8998.

The Company established a detailed reporting and monitoring system to measure the achievement of defined goals and reviews the effectiveness of its affirmative action plans at least annually.

The Company and its management will further the principles of affirmative action and equal employment opportunity to ensure the full and best utilization of all our employees.



Mark Begor
CEO

EQUIFAX