

EQUAL EMPLOYMENT OPPORTUNITY

I. Purpose

Cigna is committed to maintaining a positive and productive work environment in which all individuals are treated with respect and dignity. Cigna complies with all applicable laws related to unlawful discrimination in each jurisdiction where Cigna operates around the world.

II. Scope

This policy applies to applicants, employees, directors and agents of Cigna Corporation and its wholly owned or controlled subsidiaries.

III. Policy Statements

Cigna is an equal opportunity employer and prohibits discrimination against any applicant or employee based on any legally protected characteristic in the locality in which it operates. For example, in the United States, decisions related to recruiting, hiring, promoting, compensation, benefits, training, demotions, terminations, and all other aspects of employment must be made without regard to race, color, age, disability, sex (including pregnancy), childbirth or related medical conditions, including but not limited to lactation, sexual orientation, gender

identity or expression, veteran or military status, religion, national origin, ancestry, marital or familial status, genetic information, status with regard to public assistance, citizenship status or any other characteristic protected by applicable equal employment opportunity laws. Harassment, threats, bullying, and slurs based on such protected characteristics are also prohibited.

Cigna prohibits retaliation against any person based upon that individual's complaint of discrimination, participation in any investigation (internal or external) of discrimination, opposition to any act or practice that is discriminatory or reasonably viewed as discriminatory, or exercise of any other right protected by applicable equal employment opportunity laws. For example, an employee may not be terminated, demoted, or disciplined because he or she engaged in these protected activities.

Cigna undertakes efforts to recruit diverse qualified applicants in compliance with all applicable equal employment opportunity laws.

Cigna makes reasonable accommodations for the known disabilities of qualified applicants and employees, and for sincerely held religious beliefs, unless undue hardship would result.

Together, all the way.®



Offered by: Cigna Health and Life Insurance Company, Connecticut General Life Insurance Company or their affiliates.

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IV. Operational Guidance

- › Every employee is responsible for maintaining a workplace that is free from unlawful discrimination, harassment, or retaliation. Any employee who violates this policy may be subject to disciplinary action, up to and including termination of employment.
- › Managers are responsible for understanding and communicating this policy, and identifying and addressing potential violations appropriately.
- › All employment-related decisions must be made in compliance with applicable laws prohibiting discrimination in employment.
- › If you feel that you have been treated in a manner that is contrary to this policy, you should promptly report your concerns to any manager, your compliance officer, Human Resources Business Partner (HRBP), and/or the Ethics Help Line at

1.800.472.8348. If you are in the United States, you may also report incidents by calling the Cigna Employee Service Center. eviCore employees may reach out to the PeopleResources Center (PRC). All concerns will be addressed, and appropriate corrective action will be taken as necessary.

- › If you require an accommodation for a disability or a sincerely held religious belief, contact your immediate manager, HRBP, Cigna Employee Service Center, the PeopleResources Center (PRC) or your local legal department.

V. Who to Contact with Questions

Questions regarding the requirements of this policy and your obligations should be directed to your immediate manager, HRBP, Cigna Employee Service Center, the PRC, or your local legal department.

