

Arup US Inc.

Equal Opportunity Policy

Arup is an equal opportunity employer whose policy is to ensure that the talents and resources of employees are utilized to the full and that no employee receives less favorable treatment on grounds of age, marital status, sex, sexual orientation, gender, gender identity or expression, transgender status, race, color, national origin, ancestry, nationality, citizenship, creed, religion, physical or mental disability, pregnancy or related medical conditions, genetic information, veteran status, uniformed service member status, or any other category protected by federal, state or local laws, nor is disadvantaged by conditions or requirements which cannot be shown to be relevant to performance.

Arup bases all employment decisions such as promotion, compensation, benefits, transfer, termination and training, education and social recreation programs so as to further the principle of equal employment opportunity and without regard to age, marital status, sex, sexual orientation, gender, gender identity or expression, transgender status, race, color, national origin, ancestry, nationality, citizenship, creed, religion, physical or mental disability, pregnancy or related medical conditions, genetic information, veteran status, uniformed service member status, or any other category protected by federal, state or local laws.

Affirmative Action Plan

- We actively recruit new graduate engineers through minority and female engineering societies on university and college campuses.
- We actively encourage female and minority employees to refer applicants.
- All recruitment sources utilized are advised that all qualified female and minority applicants should be referred to us.
- A vast majority of the minorities and women whom we employ are above the support staff level, however, we encourage all of our staff members to take advantage of continuing education and training opportunities that will increase their skill levels within the firm and allow them to advance.
- We have actively used a number of MBE/WBE firms on a variety of projects. MBE/WBE participation levels are monitored throughout the project. If necessary, to maintain or exceed the original levels of participation projected, an appropriate redistribution of work tasks will occur.

The Firm's Equal Employment Opportunity ("EEO") Coordinator is Dawn Lederer. As EEO Coordinator, Ms. Lederer is responsible for the day to day implementation and monitoring of the Firm's Affirmative Action and Equal Employment Opportunity policies and its compliance with same.

Updated 2021