



Equal Opportunity in Employment and Contracting

Freddie Mac is committed to the principles of equal opportunity in our employment and contracting practices, regardless of race, color, national origin, ethnicity, gender, gender identity/expression, sexual orientation, marital status, status as a parent, pregnancy, religion, age, disability status, veteran status, genetic information, and other characteristics protected by law. We've demonstrated this commitment in our policies, our procedures, and our actions.

- Our employment practices are designed to ensure all interested candidates are given fair opportunity and consideration in the hiring process.
- We continue to expand our outreach practices to attract more women-, minority-, disabled-owned and other diverse firms in our contracting and subcontracting transactions so that our suppliers reflect the diverse communities we serve.

Freddie Mac takes our commitment to the principles of equal opportunity very seriously. If you have reason to believe one of our policies has been violated, you can voice your concerns by contacting our Compliance & Ethics Helpline at **FreddieMacEthicsHelpline.com** or **1-877-301-CODE (2633)**. Freddie Mac strictly prohibits retaliation or reprisal.

Donald H. Layton

Chief Executive Officer

Freddie Mac

Approved by Freddie Mac's Board of Directors

December 7, 2017