



## HUMAN RESOURCES POLICY MANUAL

### **Affirmative Action**

Effective Date: 5/9/2014; Replaces 6/22/2009

It is the policy of Applied Materials to take affirmative action in the employment of women, minorities, individuals with disabilities and protected veterans. In particular, it is the policy of Applied Materials:

To recruit, hire, train, promote, and transfer qualified persons without regard to race, color, religion, sex (including pregnancy, childbirth or related medical conditions), national origin or any other legally protected characteristic;

To undertake, through affirmative efforts, to improve employment opportunities for minorities, women, individuals with disabilities, and protected veterans;

To administer all personnel actions, such as recruitment, hiring, training, promotion, compensation, benefits, transfers, reductions in force, and social and recreational programs without regard to race, color, religion, sex (including pregnancy, childbirth or related medical conditions), national origin or any other legally protected characteristic;

To provide reasonable accommodation where feasible, and otherwise equal treatment to qualified individuals with disabilities.

Applied Materials has an affirmative action program, which has the support of Applied Materials' leadership and CEO. Affirmative action plan narratives are available for review by employees and applicants in the office of the Affirmative Action Officer.

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