

US DIVERSITY, EQUITY, INCLUSION, AND EQUAL EMPLOYMENT OPPORTUNITY POLICY

PURPOSE

Elanco is committed to fostering an inclusive culture where its employees can make a difference, encouraging ownership, growth and well-being, while focusing on customers and the animals in their care.

POLICY

A diverse, inclusive organization is a key ingredient to Elanco’s future. Elanco needs diverse thoughts and talents across the company and at all levels to successfully achieve its strategy. Elanco is committed to utilizing the diverse talents and energies of all its employees. To be successful in a global environment, we must attract and retain top talent; fully utilize the skills, creativity, and differing perspectives of a productive, energized workforce; operate from a global perspective; and recognize and respond to a diverse customer base with diverse needs and expectations.

The Company expects all employees to conduct all business activities with respect for people and the diverse perspectives that come from their differences or similarities. That includes, but is not limited to:

Age	Job Responsibilities	Citizenship	Culture
Education & Training	Experience	Gender	Gender Identity
Job Level	National Origin	Personal Style	Physical & Mental Abilities
Ethnicity	Race & Color	Sexual Orientation	Thoughts & Perspectives
Veteran/Uniformed Military Service Status	Genetic Information	Economic Status	Religion, Beliefs, & Spirituality

At all Elanco sites, people are permitted and encouraged to use facilities that correspond to their gender identity.

Elanco prohibits discrimination against applicants or employees based on age, ancestry, citizenship, color, disability, gender, gender expression, gender identity, genetic information, marital status, medical condition, national origin, pregnancy, race, religion, creed, sex, sexual orientation, veteran and uniformed military status, or any other legally protected status or characteristic. This prohibition extends to all aspects of employment, including hiring, job assignment, compensation, promotion, benefits, training, discipline, and separation.

Elanco encourages employees who experience or learn of conduct that may violate this policy to report it to a member of Elanco management, Human Resources or the IntegrityLine. Managers must report potential violations of this policy and concerns relayed to them by subordinate employees to Human Resources or the IntegrityLine. A manager’s failure to report a suspected policy violation may result in discipline, up to and including termination of employment, depending on the seriousness of the violation. Elanco’s IntegrityLine is a convenient, confidential and, at the employee’s option, anonymous way to report concerns. Employees can report concerns to the IntegrityLine via phone at 866.921.6714, or on the Spot (intranet site), seven days a week, 24 hours a day, from any phone or computer, anywhere in the world.

RELATED POLICIES AND RESOURCES

Conduct in the Workplace and Anti-Harassment

Speak Up: No Retaliation

Global Diversity & Inclusion at Elanco

Origination	03/11/2019	Owner	Employee Relations
Last Approved	12/12/2022	Policy Area	Human Resources
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Last Revised	12/12/2022	Version	1
Next Review	12/01/2025		