



Corporate Headquarters
Corporate Policy Statement CPS-003
Revision: 22
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Nondiscrimination and Equal Employment Opportunity

Reporting and Investigating Discrimination Complaints
EEO-Related Issues and Agreements
Violations

General Applicability Statement

1.0 Policy

Lockheed Martin is an equal opportunity employer and will provide equal employment opportunity to employees and applicants for employment and will not discriminate against employees or applicants on the basis of any category protected under local, state or federal law, including but not limited to: race, ethnicity, religion, color, sex, pregnancy, national origin, age, military veteran status, ancestry, sexual orientation, gender identity or expression, marital status, family structure, genetic information, mental or physical disability, and medical condition.

2.0 Scope

This policy extends to recruitment, selection, and other aspects of employment such as promotion, demotion, transfer, layoff, termination, compensation, education, training, and disciplinary action. Unless required by law, this policy does not extend to benefits.

3.0 Implementation

3.1 Lockheed Martin will implement affirmative action provisions to employ, advance in employment, and otherwise treat qualified protected veterans and people with disabilities in accordance with federal regulations.

3.2 The non-confidential portions of the affirmative action program shall be made available for inspection, upon request, by any employee or applicant by contacting element HR Compliance during normal business hours.

3.3 Lockheed Martin’s Equal Employment Opportunity (EEO) policies prohibit employees and applicants from being subjected to harassment, intimidation, threats, coercion, discrimination, or retaliation because they have engaged in, or may engage in:

- Filing a complaint;
- Testifying, assisting, or participating in an investigation, compliance review, hearing, or any other activity related to applicable equal employment opportunity law;
- Opposing any act or practice made unlawful by applicable equal employment opportunity law; or
- Exercising their rights under applicable equal employment opportunity law.

3.4 Lockheed Martin will not discharge or in any manner discriminate against employees or applicants who inquire about, discuss, or disclose their own pay or compensation or the compensation of another employee. Leaders and employees must protect and maintain the confidentiality of pay and compensation information that is reviewed or accessed in the performance of their essential job functions.

Reporting and Investigating Discrimination Complaints

3.5 All Lockheed Martin employees have an obligation to contribute to a discrimination- and harassment-free workplace. Any employee who experiences or observes discrimination, harassment, or any other violation of this policy is expected to notify one of the resources identified in the table below. Lockheed Martin will promptly and thoroughly investigate the alleged misconduct and if a violation of this policy is found will take appropriate corrective action.

Follow the procedure below to report a discrimination complaint.

Step	Action	Responsible
1.	<p>If you believe that you have been discriminated against in violation of this policy, promptly report the facts of the incident to your supervisor, your Human Resources Business Partner or your Human Resources Compliance office.</p> <p>Note: If the complaint concerns your supervisor, report the incident directly to Human Resources Compliance.</p>	Employee
2.	<p>Ensure that the incident is investigated promptly and, depending on the results of the investigation, that the appropriate actions/disciplinary measures, up to and including termination from employment, are taken.</p> <p>Note: Supervisors must not independently investigate complaints of discrimination. If a complaint is reported to a supervisor, then the supervisor must promptly report it to the Human Resources Compliance office, who will be responsible for managing the investigation.</p>	Human Resources Compliance

3.6 Human Resources Compliance will conduct investigations of suspected violations of this policy in accordance with CRX-021, Internal Investigations. Human Resources Compliance will conduct disciplinary adjudications under this policy and may consult with relevant management. Management will participate in investigations if requested and in disciplinary adjudications of employees suspected of violation of this policy. Employees are expected to cooperate in such investigations. Failure to cooperate or providing false, deliberately deceptive, or intentionally misleading information may result in disciplinary action, up to and including termination from employment.

3.7 Human Resources Compliance will ensure that investigations are properly documented and appropriate records are maintained. Investigations and related records will be handled with the highest degree of confidentiality possible except, for example, where disclosure is required by law, regulation, or legal process, or is necessary to allow investigation of the complaint.

3.8 If you believe that you have been retaliated against for reporting a complaint or assisting in the investigation process, you should report the incident to Human Resources Compliance, who will be responsible for managing the investigation.

3.9 You may report incidents directly to the Ethics Office in accordance with CPS-001, Ethics and Business Conduct. The Ethics Office will consult, as appropriate, with Human Resources Compliance to determine responsibility for conducting the investigation.

EEO-Related Issues and Agreements

3.10 The organization's senior Human Resources executive or designee will immediately notify the corporate Human Resources Compliance office (and, when applicable, the business area Vice President Human Resources) of the occurrence of any equal employment opportunity-related issue that may generate significant adverse publicity for Lockheed Martin.

3.11 Elements must coordinate with the corporate Human Resources Compliance office before entering into equal employment opportunity-related agreements and consent decrees or conciliation agreements with government enforcement agencies.

4.0 Violations

4.1 A key component of the company's commitment to equal opportunity is zero tolerance for discrimination and workplace harassment (CPS-564, Harassment-Free Workplace) based on, or because of any category protected under local, state or federal law, including but not limited to: race, ethnicity, religion, color, sex, pregnancy, national origin, age, military veteran status, ancestry, sexual orientation, gender identity or expression, marital status, family structure, genetic information, mental or physical disability, and medical condition.

4.2 Our goal is to maintain a safe and secure workplace consistent with our corporate values to do what's right, respect others, and perform with excellence. Zero tolerance means that we will investigate thoroughly and objectively any report of violation of this policy by any leader, employee, or non-employee. We will take appropriate action, up to and including termination from employment, whenever such inappropriate behavior occurs.

5.0 Responsibilities

Human Resources Compliance

5.1 The Senior Vice President and Chief Human Resources Officer will oversee the implementation of this policy.

5.2 The Vice President HR Compliance and business area Human Resource Compliance managers are responsible for the development, day-to-day implementation, and periodic verification of the Protected Veterans and People with Disabilities affirmative action plans.

Management

5.3 Ensure that employees, unions representing employees, and sources used in recruiting and hiring new employees are aware of Lockheed Martin's policy prohibiting discrimination.

5.4 Foster a positive and inclusive work environment free from harassment and discrimination.

6.0 General

6.1 Nothing in this policy is intended to conflict with federal, state, or local law, or applicable collective bargaining agreement. To the extent any provision in this policy is inconsistent with any federal, state, or local law, or collective bargaining agreement; those laws or collective bargaining agreements will govern and supersede any conflicting terms of this policy.

6.2 No provisions of this or any other Lockheed Martin policy or procedure will be construed as an employment agreement. Employment with Lockheed Martin can be terminated at any time, with or without cause, either by the employee or by Lockheed Martin.

7.0 Deviations

Any deviation from this policy requires the prior approval of the Owner listed in Lockheed Martin Command Media Central

//s// James D. Taiclet
Chairman, President and Chief Executive Officer