

	Subject	Number
	Equal Employment Opportunity Policy	Version 1.0
	Section	
Sponsor	Effective Date:	
CHIEF HUMAN RESOURCES OFFICER	January 1, 2016	

Equal Employment Opportunity Policy

Indivior Inc. is an equal opportunity employer. In accordance with anti-discrimination law, it is the purpose of this policy to put into place these principles and mandates. Indivior Inc. prohibits discrimination and harassment of any type and affords equal employment opportunities to employees and applicants without regard to race, color, religion, sex, sexual orientation, marital status, gender identity, national origin, age, disability, genetic information or any other characteristic protected by applicable law. Indivior Inc. conforms to the spirit as well as to the letter of all applicable laws and regulations. Additionally, Indivior Inc. will take action to employ, advance in employment and treat qualified Vietnam-era veterans and disabled veterans without discrimination in all employment practices.

Scope

The policy of equal employment opportunity (EEO) and anti-discrimination applies to all aspects of the relationship between Indivior Inc. and its employees, including:

- Recruitment
- Employment
- Promotion
- Transfer
- Training
- Working conditions
- Wages and salary administration
- Employee benefits and application of policies
- Termination of employment

The policies and principles of EEO also apply to the selection and treatment of independent contractors, personnel working on our premises who are employed by temporary agencies and any other persons or firms doing business for or with Indivior Inc.

Implementation of Policy

The officers of Indivior will be responsible for requiring compliance with this policy by all employees. Directors, managers and supervisors are responsible for implementing equal employment practices within each department. The HR department is responsible for overall compliance and will maintain personnel records in compliance with applicable laws and regulations. All employees are responsible for complying with this policy.

Procedures

Indivior Inc. administers our EEO policy fairly and consistently by:

- Posting all required notices regarding employee rights under EEO laws in areas highly visible to employees.
- Advertising for job openings with the statement “An Equal Opportunity Employer—M/F/D/V.”
- Posting all required job openings with the appropriate state agencies.
- Forbidding retaliation against any individual who files a charge of discrimination, opposes a practice believed to be unlawful discrimination, reports harassment, or assists, testifies or participates in an EEO agency proceeding.
- Requiring employees to report to a member of management, an HR representative or the general counsel any apparent discrimination or harassment in violation of this policy. The report should be made within 48 hours of the incident.
- Investigating all incidents or reports of discrimination or harassment and taking other appropriate measures to resolve the situation.

Harassment

Harassment is a form of unlawful discrimination and violates Indivior Inc. policy. Prohibited sexual harassment, for example, is defined as unwelcome sexual advances, request for sexual favors and other verbal or physical conduct of a sexual nature when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s employment.
- Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individuals.
- Such conduct has the purpose or effect of substantially interfering with an individual’s work performance or creating an intimidating, hostile or offensive working environment.

Indivior Inc. encourages employees to report all incidents of harassment to a member of management or the HR department. Indivior Inc. conducts harassment prevention training for all employees, and maintains and

enforces a separate policy on harassment prevention, complaint procedures and penalties for violations. Indivior Inc. investigates all complaints of harassment promptly and fairly, and, when appropriate, takes immediate corrective action to stop the harassment and prevent it from recurring.

Remedies

Violations of this policy, regardless of whether an actual law has been violated, will not be tolerated. Indivior Inc. will promptly, thoroughly and fairly investigate alleged violations of this policy that are brought to its attention and will take appropriate action to remedy violations of this policy, which may include taking disciplinary actions (up to and including termination of employment) against any employee found to have violated this policy.